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COLLECTIVE AGREEMENT SURVEY 1973

IN NOVA SCOTIA HOSPITALS

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COLLECTIVE AGREEMENT SURVEY

IN

NOVA SCOTIA HOSPITALS

Economics and Research Division

Nova Scotia Department of Labour

Halifax, Nova Scotia

HONOURABLE SCOTT MacNUTT
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

PREFACE

Labour policy and the results thereof are one prime indicator which can influence the direction of our employment standards. This type of policy, through the input provided by labour and management, demonstrates the real need for modifications in various phases of working conditions. The degree of such input is one way of evaluating the overall style of the quality of working life. It is through this system that the average working person can influence responsible decisions which can improve our economic and social environment. It is the intention of the Economics and Research Division of the Nova Scotia Department of Labour to analyze these changes provided by way of revisions to individual changes in the collective agreement.

The previous study introduced the Nurses' Staff Association and since the job functions between the general workers and the Nurses were so varied, a separate section became necessary. This year marks the first time that individual collective agreements covering Certified Nursing Assistants have been included in the survey. In the past, several agreements had included this particular group with the general workers but since various units have been organized by the Canadian Brotherhood of Railway, Transport and General Workers, they have formed their own locals and negotiated individual contracts. Consequently, the establishment of a separate section for Certified Nursing Assistants in the 1973 Hospital Survey was undertaken with the anticipation that additional bargaining units would be certified for this group in the future.

This particular publication analyzes the provisions of collective agreements in the unionized hospitals in Nova Scotia. Current information is provided on working conditions, fringe benefits and wages. The 1971 survey is also utilized by way of historical comparisons which serve as an indicator of patterns which have emerged on the collective bargaining scene.

The co-operation of labour and management in supplying copies of collective agreements and numbers of employees covered in these agreements is gratefully acknowledged.

JEAN DOBSON (MRS.)
DIRECTOR

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1973 -

INTRODUCTION

Of approximately 11,000 unionized employees in the service industry of Nova Scotia, slightly over 3,000 are hospital workers. This survey covers approximately 34 percent of that total.

The first bargaining unit encompassing solely Certified Nursing Assistants was certified in January, 1972. Since that time, a total of eight Certified Nursing Assistant units have been certified by the Nova Scotia Labour Relations Board. This survey covers all of their collective agreements.

In order to present accurate statistics of Nova Scotia's hospital agreements without losing comparability through differing duration periods a series of cut-off dates became necessary. As a result, collective agreements that expired before January 1, 1973, or became effective after April 1, 1973, were excluded.

The survey attempts to analyze the complete universe of hospital employees, i.e., the general hospital workers, the registered nurses and the certified nursing assistants. To this end, the report provides a separate section for the above mentioned groups and in the case of the general hospital workers and the registered nurses a further sub-division was made to facilitate historical comparisons.

The analysis of collective agreements at times is somewhat complicated by uncertain phrases or wording which makes the job of the agreement analyst that much more difficult. Therefore, the code cards which form the data source of the survey tables are treated in strict confidence. This restricts the reader from identifying individual agreements and protects the decision or interpretation placed on specific provisions by the analyst.

The names of the unions and hospitals who contributed to this survey are included in the appendix.

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SECTION I

HISTORICAL AND CURRENT COMPARISONS

OF

GENERAL HOSPITAL WORKERS' AGREEMENTS

HIGHLIGHTS

GENERAL HOSPITAL WORKERS

1971 - 1973

Term of Agreement

In comparing 1971 and 1973, a slight decrease in the two year agreement is noted; on the other hand, an increase of eight percent is observed in the provision for more than one but less than two years. The trend away from the signing of one year agreements is quite noticeable in the present survey. In fact, the tabular analysis indicated a decrease of approximately 50 percent from the frequency of one year contracts in 1971.

Security Provisions

During 1969 and 1971, the Union Shop and Rand Formula methods were the most dominant forms of union security. This trend continued in 1973, with a slight increase in both provisions.

Check-Off

During 1971, approximately 90 percent of the employed were obligated to pay union dues or their equivalent whereas in 1973, all employees are under obligation to pay union dues.

Seniority Recognition

A sharp increase in the provision for layoffs, promotions, rehirings and vacations has occurred since 1971, an increase of approximately 26 percent. This indicated that vacations have become an important facet of seniority recognition.

HIGHLIGHTS (Cont'd)

Permanent Employee Qualification

The length of time for an employee to gain permanent employee status has decreased slightly since 1971. Approximately 58 percent of the contracts state a two month qualification period.

Grievance Procedure

The continuance of the oral method of initiating a grievance prevailed, with 79 percent of agreements in 1973 providing for this clause which represents an increase of 9 percent from 1971. The majority of the contracts state a 48-hour time period for an aggrieved person to air his difference.

Application of Work Week

The trend towards a 40-hour work week including one and one-half hour meal period continued with 96 percent of the agreements containing this clause. A five-day work week with two consecutive days off is the most prevalent clause constituting 50 percent of the agreements.

Overtime Rates

Comparing 1971 and 1973 figures a slight increase is noted for time and one-half for overtime worked after daily or weekly hours. On the other hand, a slight decrease is observed for overtime worked on Saturday and Sunday.

Changes in overtime rates after daily or weekly hours or on Saturday and Sunday were very slight over the two survey periods. Time and one-half the employees' regular rates held for approximately 80 percent of the agreements; representing a decrease of approximately five percent.

The remaining 20 percent of agreements provide for time and one-half or an amount of time off equal to the length of overtime worked or time and one-half followed by a higher rate.

HIGHLIGHTS (Cont'd)

Pay Rates for Holidays Worked

A significant change has occured during 1973, i.e., the premium holiday rate has changed from double time in 1971, to a working day off with pay in lieu.

Requirements for Paid Holidays

The requirements for paid holidays remained unchanged from 1971, i.e., the employees are required to work their normal shift prior to and following the holiday.

Paid Statutory Holidays

The trend towards eleven paid statutory holidays per year continued in 1973, with an increase from 11 percent in 1971 to 67 percent in 1973.

Provision for Paid Holiday During Vacation

A slight increase in the provision for straight time and another day off was noticed in comparing the 1971 and 1973 figures.

All the agreements analyzed in this 1973 survey provide for either one day's vacation or an extra day's pay for a holiday falling during an employee's vacation. This compares with less than one-half of the agreements containing this clause in the 1971 survey.

Paid Vacations

All agreements provide for two weeks paid vacation after one year. The trend towards three weeks vacation after three years is up by 24 percent from 1971. An increase of 40 percent from 1971 is noted for four weeks vacation after fifteen years.

HIGHLIGHTS (Cont'd)

Fringe Benefits

Several fringe benefits for the general workers reveal marked increases over the previous survey. These increases are reflected in such benefits as paid bereavement leave, notice of layoff and unpaid maternity leave.

A closer examination reveals a trend towards a five day leave of absence rather than three days in the event of a death within the immediate family.

The notice of layoff provision is becoming a more important element of the benefit package as 80 percent of agreements provide for this type of notice this year as compared to only 40 percent in 1971.

In the previous survey unpaid maternity leave pertained to 39 percent of the agreements covering slightly under one-half of the employees whereas this year the same provision applies to approximately 88 percent of the contracts covering 97 percent of the employees.

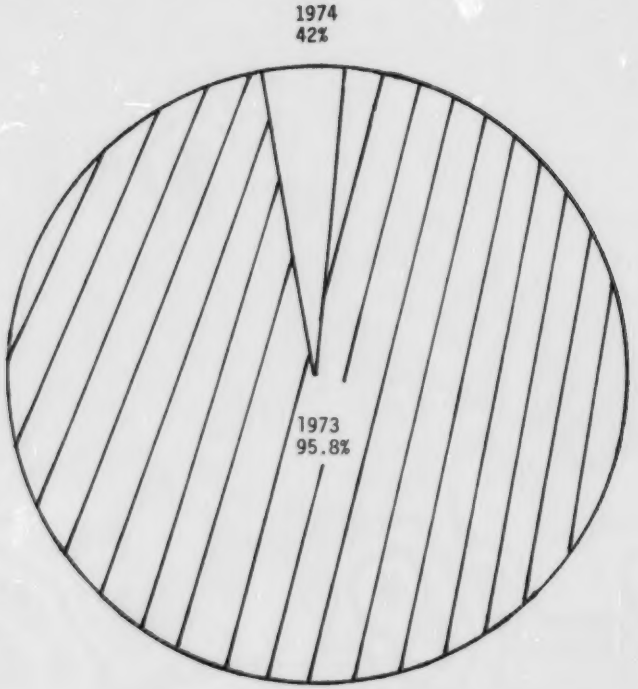
CHART AND TABULAR ANALYSIS

OF

GENERAL HOSPITAL WORKERS' AGREEMENTS

PERCENTAGE DISTRIBUTION OF AGREEMENTS AND EMPLOYEES

COVERED BY YEAR OF EXPIRY



BY AGREEMENT

BY EMPLOYEES

CHART 1: Term of Agreement

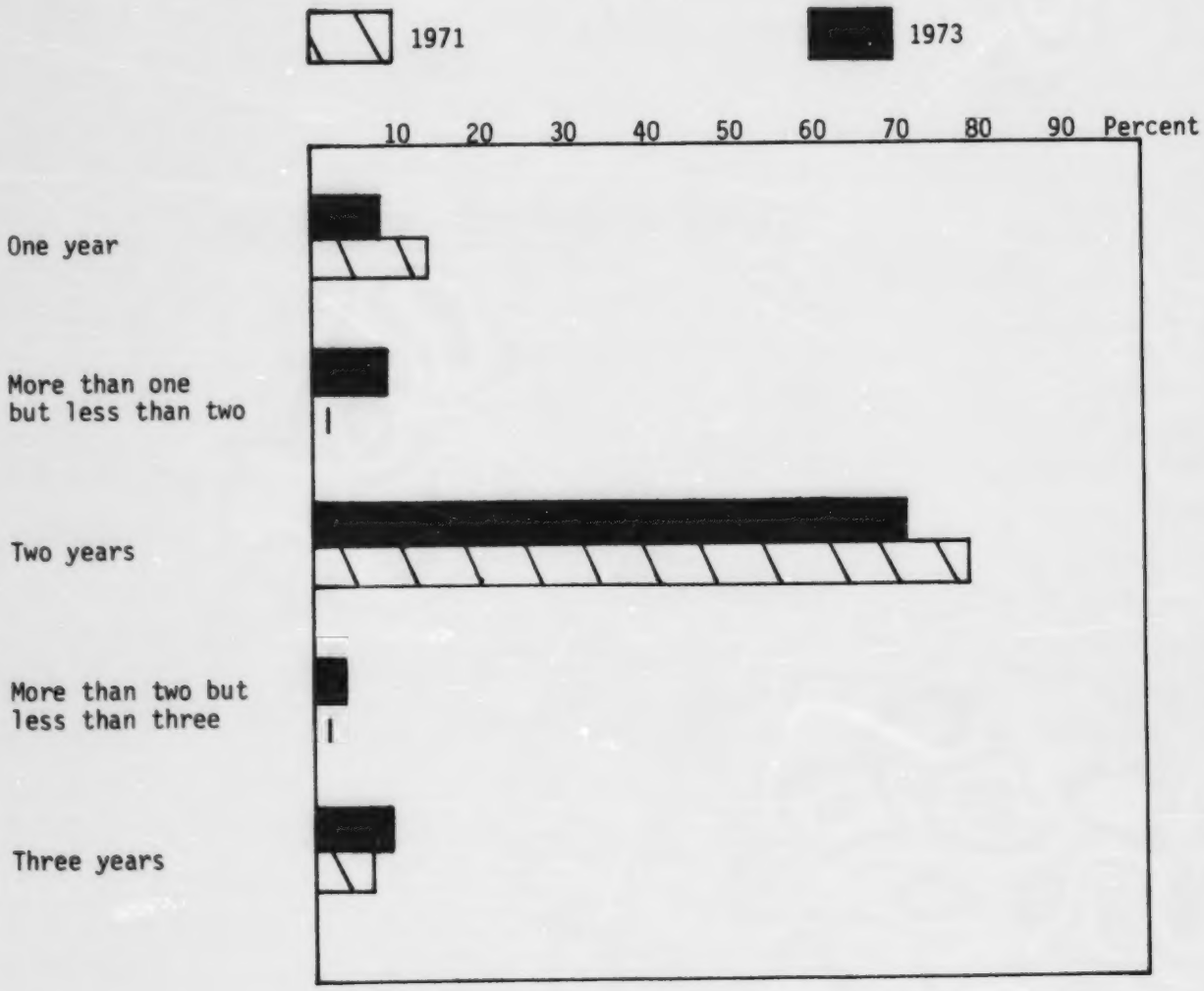


CHART 2: Security Provisions

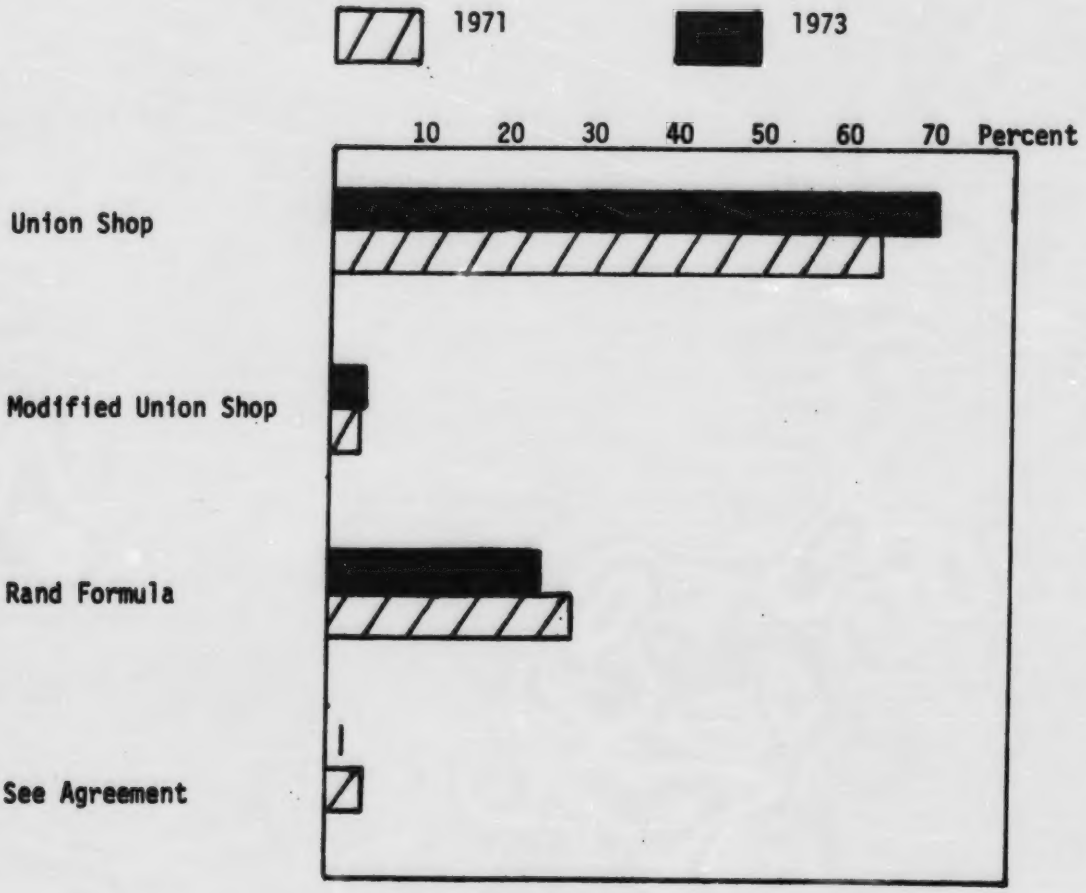


CHART 3: Check - Off

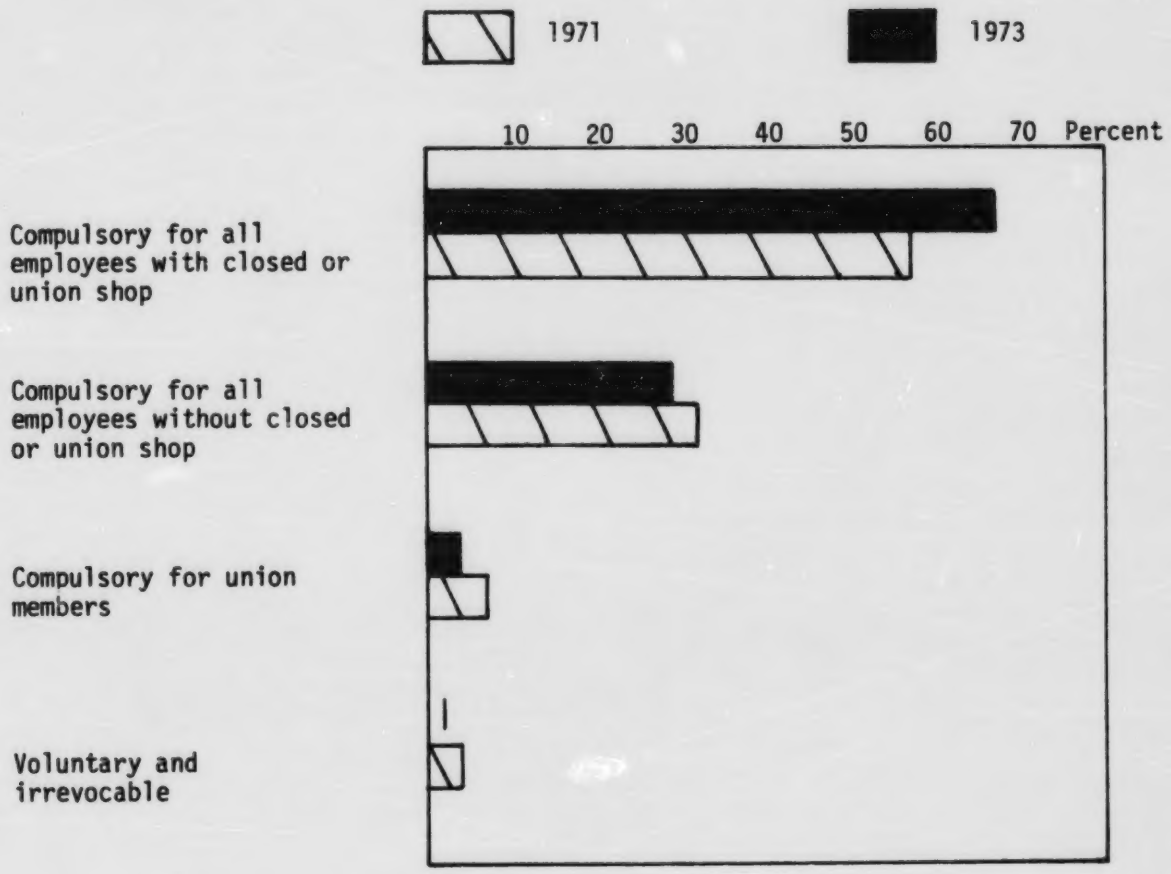


CHART 4: Seniority Recognition

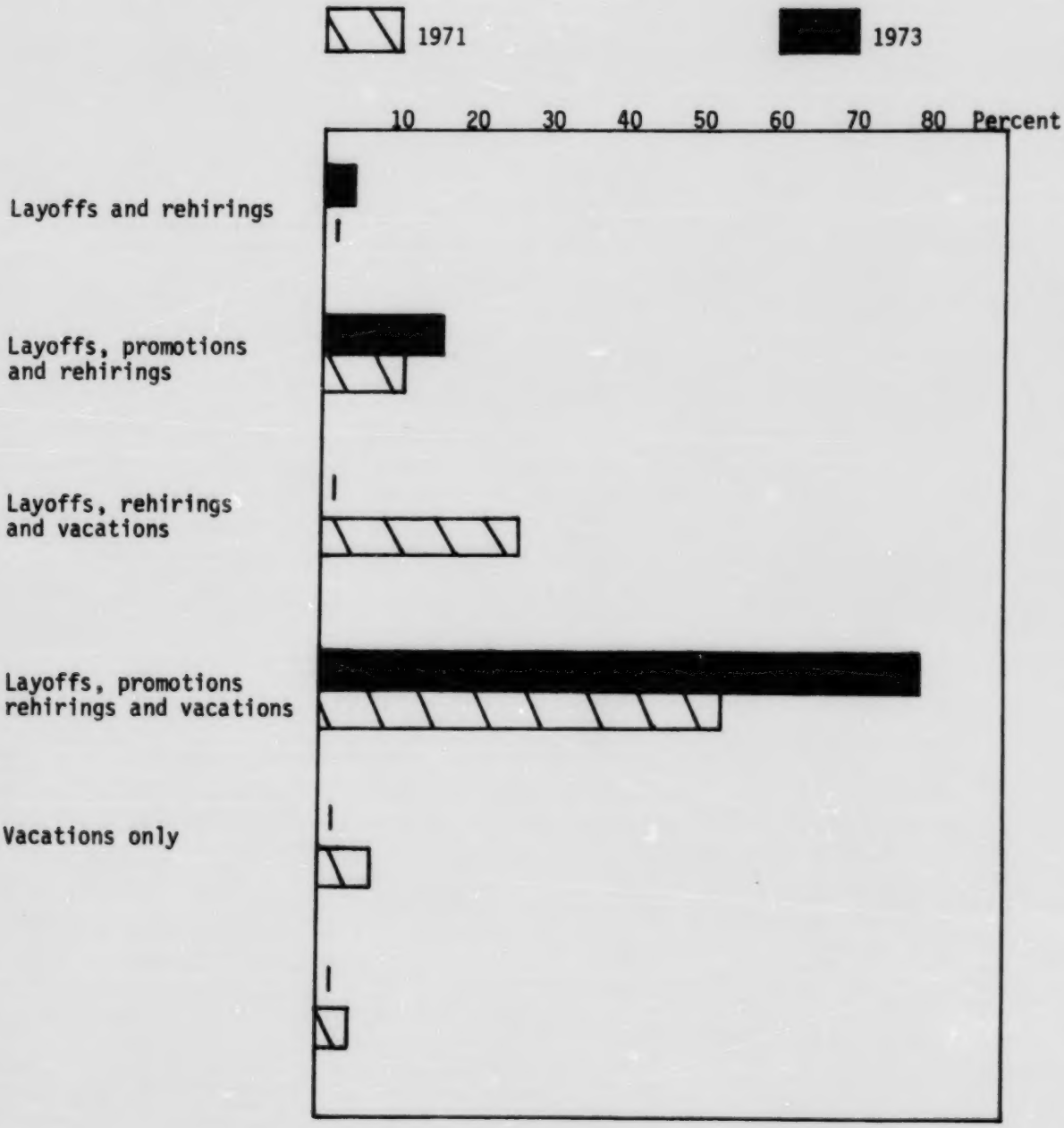


CHART 5: Seniority Unit

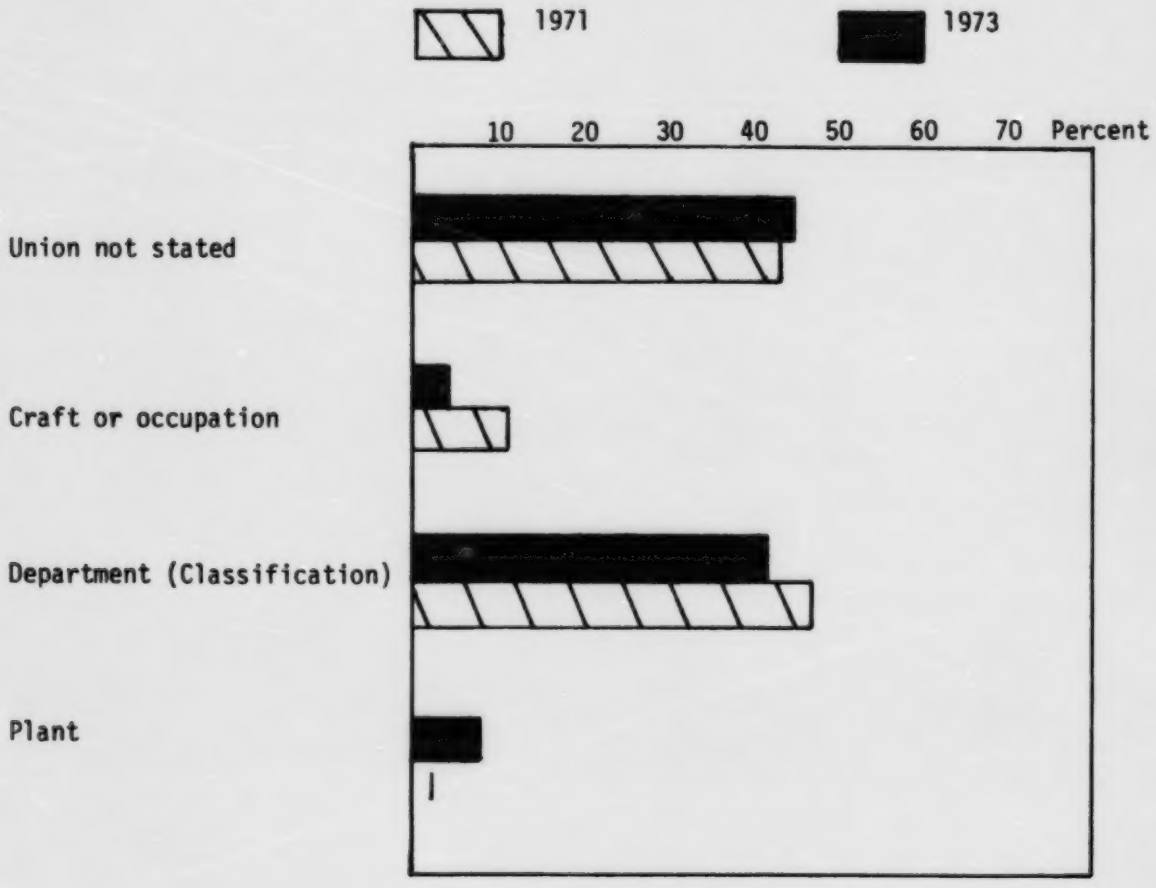


CHART 6: Permanent Employee Qualification

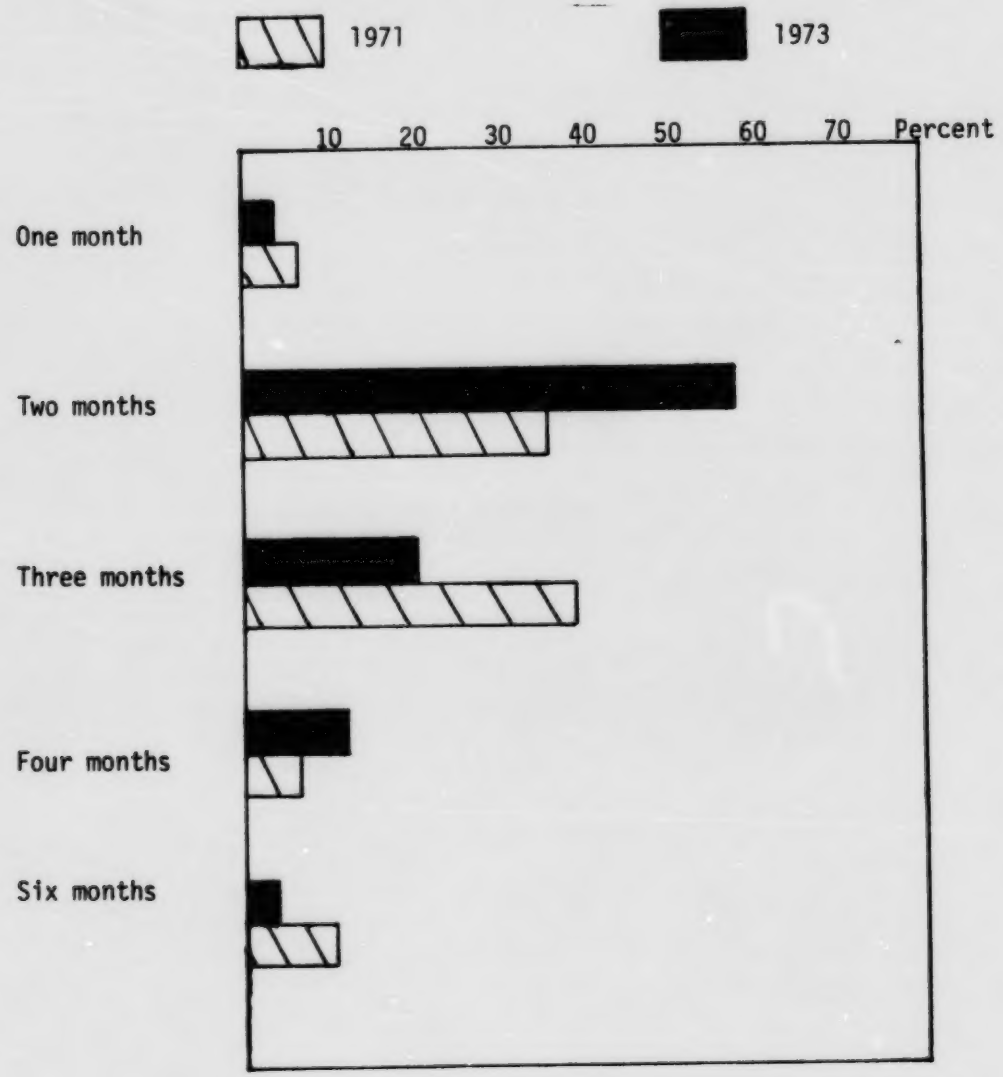


TABLE 7: GRIEVANCE PROCEDURE

Method of Grievance Procedure

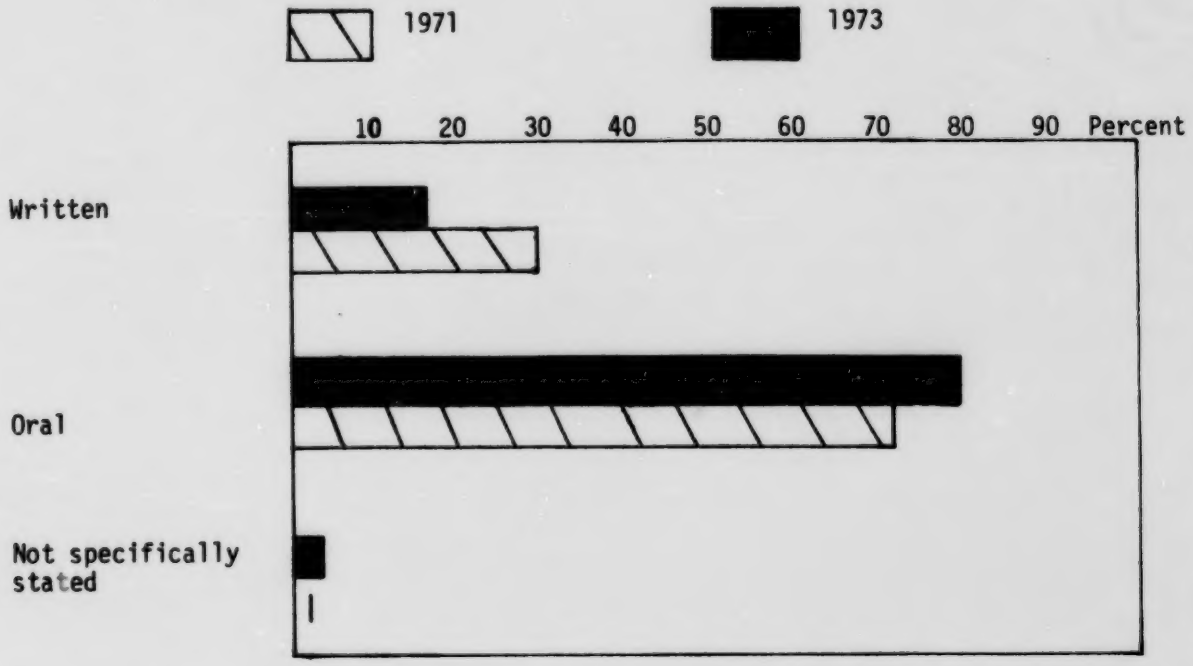


CHART 7: GRIEVANCE PROCEDURE (Cont'd)

Length of Time to Initiate Grievance

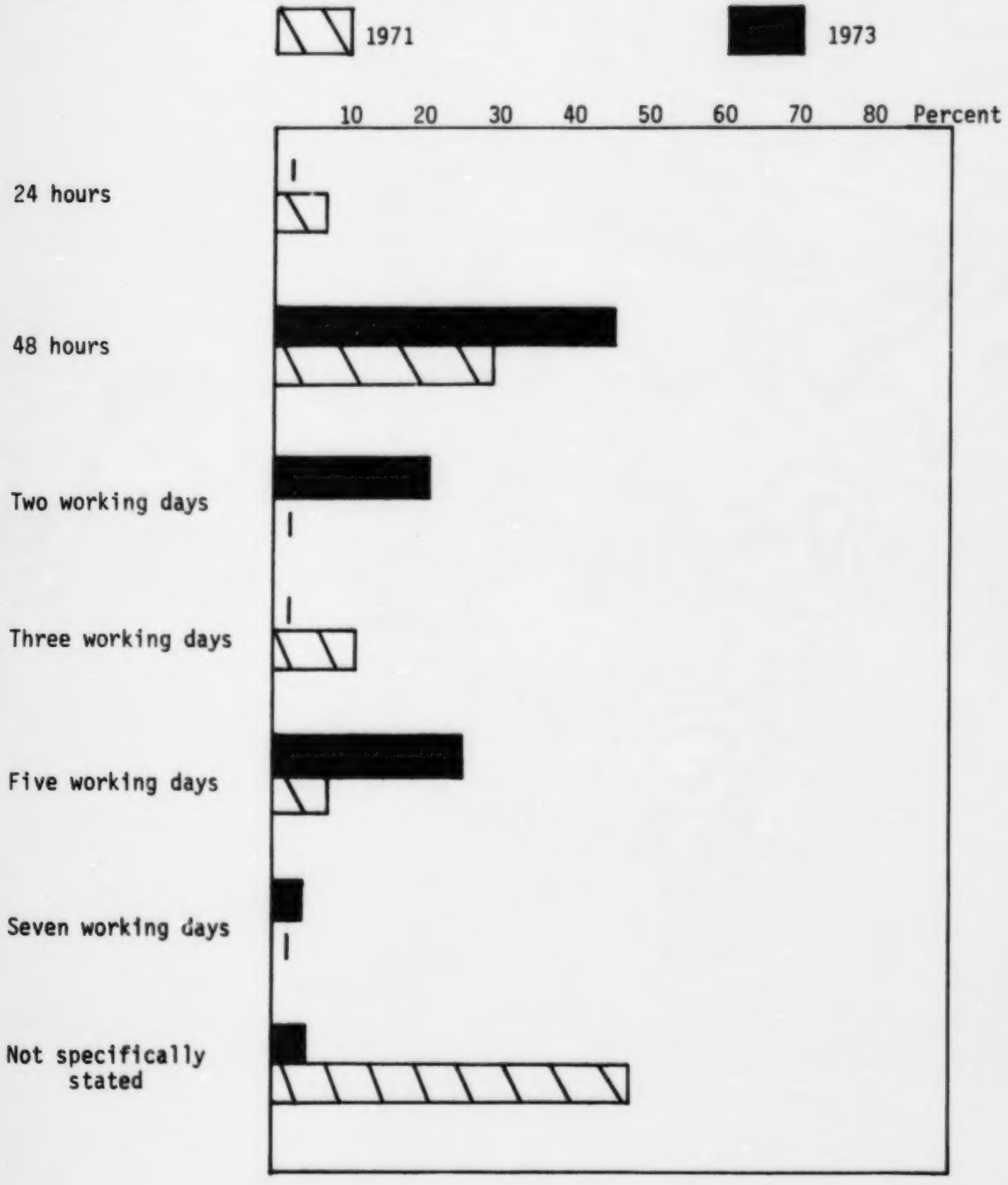


CHART 8: Normal Work Week

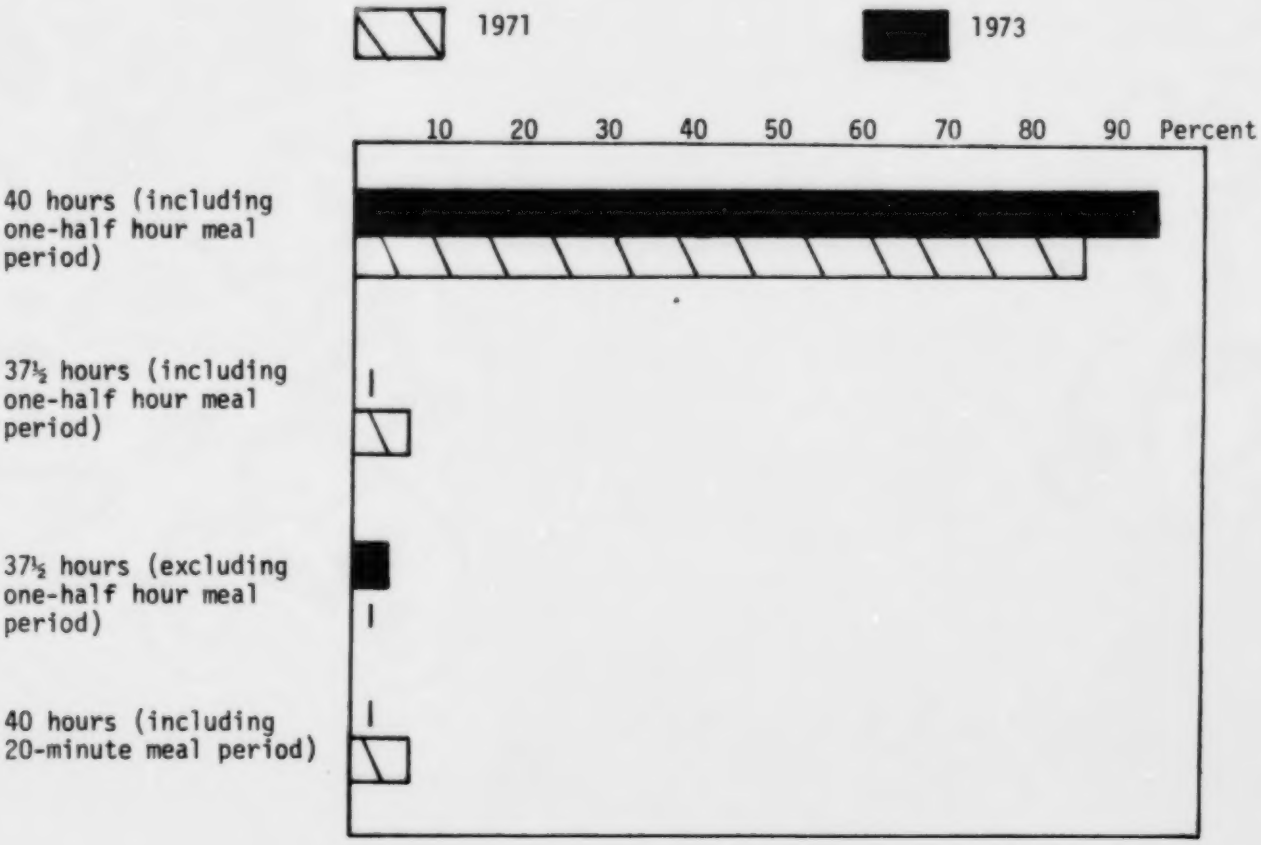


CHART 8: Normal Work Week (Cont'd)

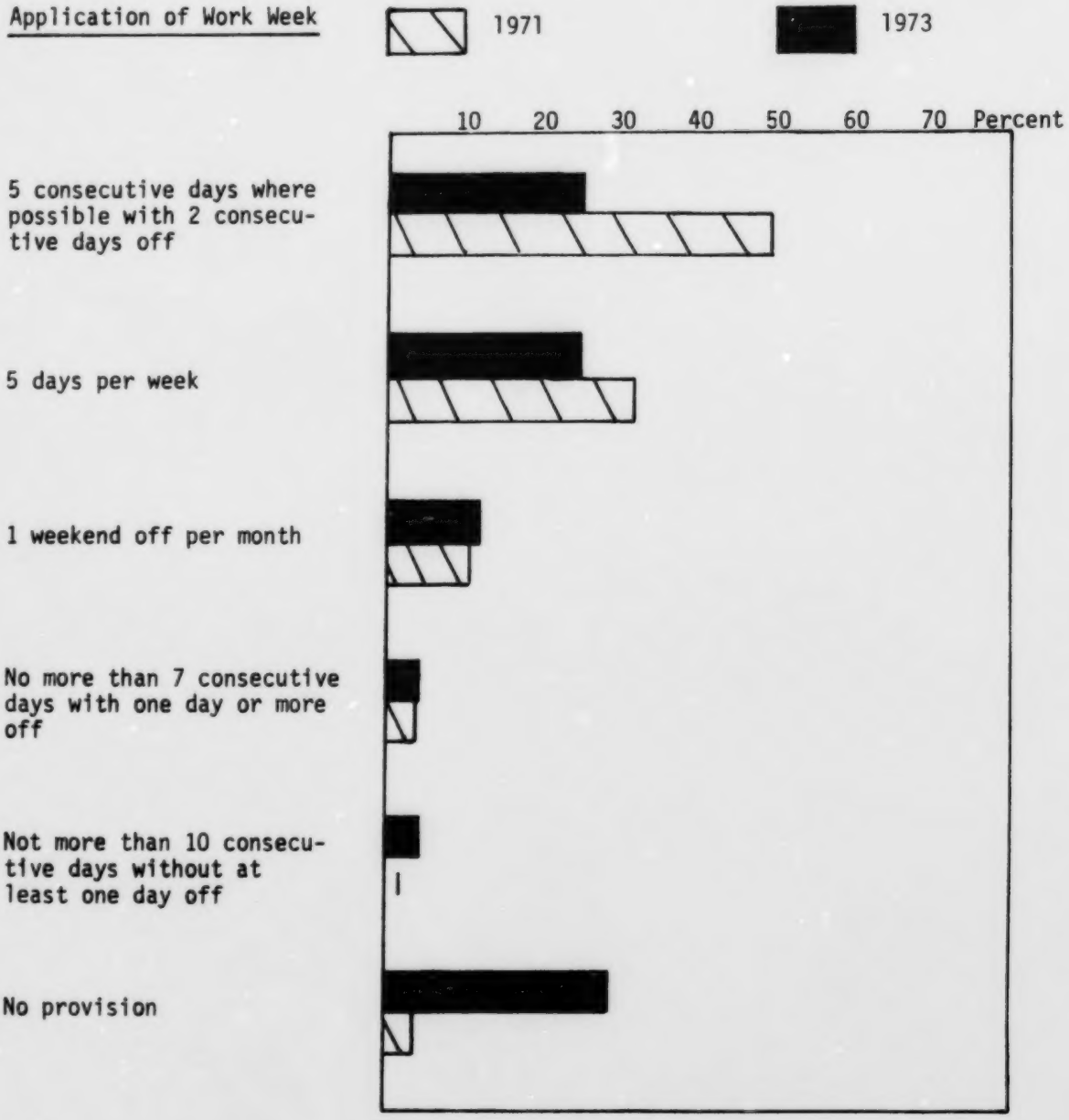


CHART 9: Overtime Rates

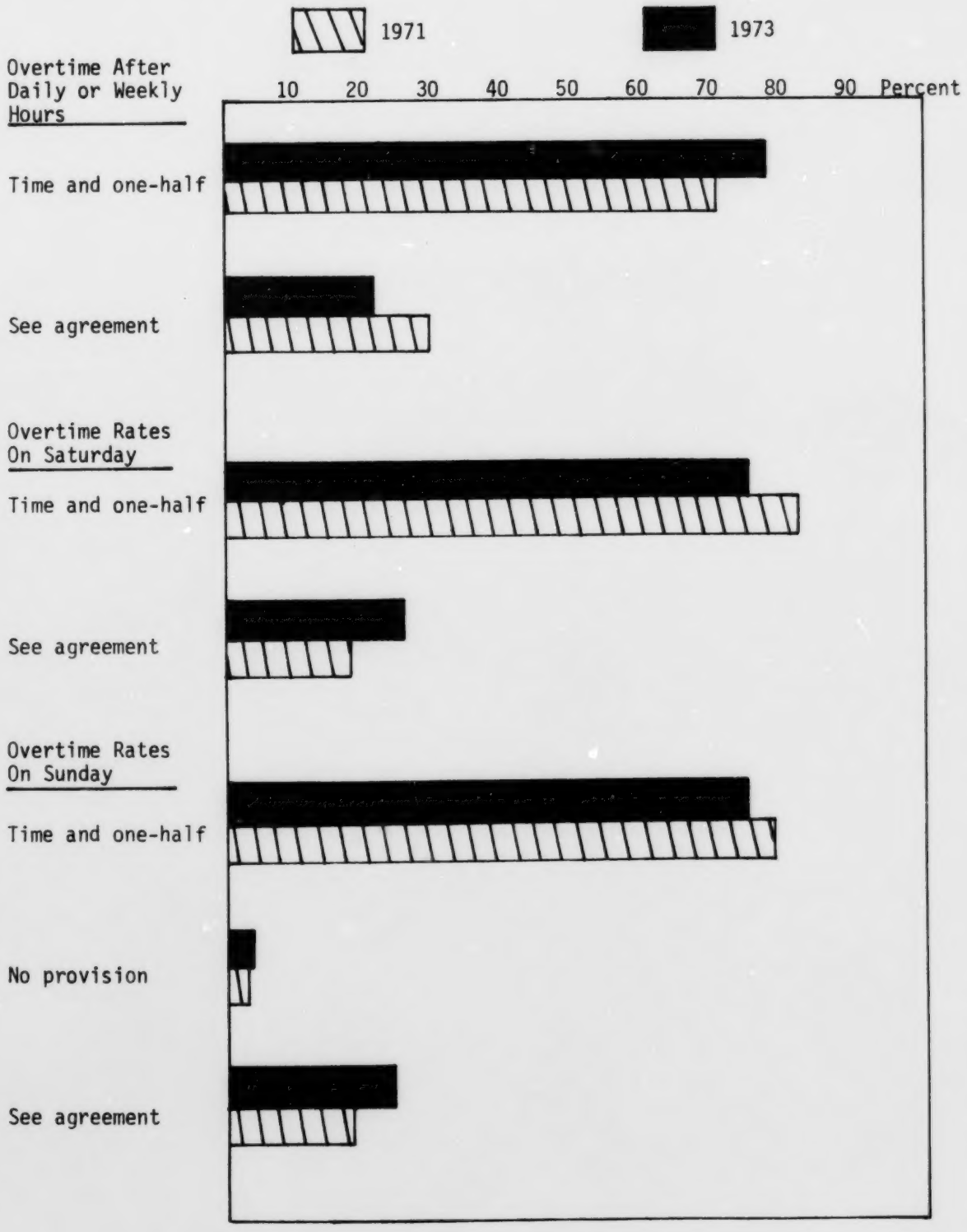


CHART 10: PAID HOLIDAYS PROVISION

Requirements for Paid Statutory Holidays

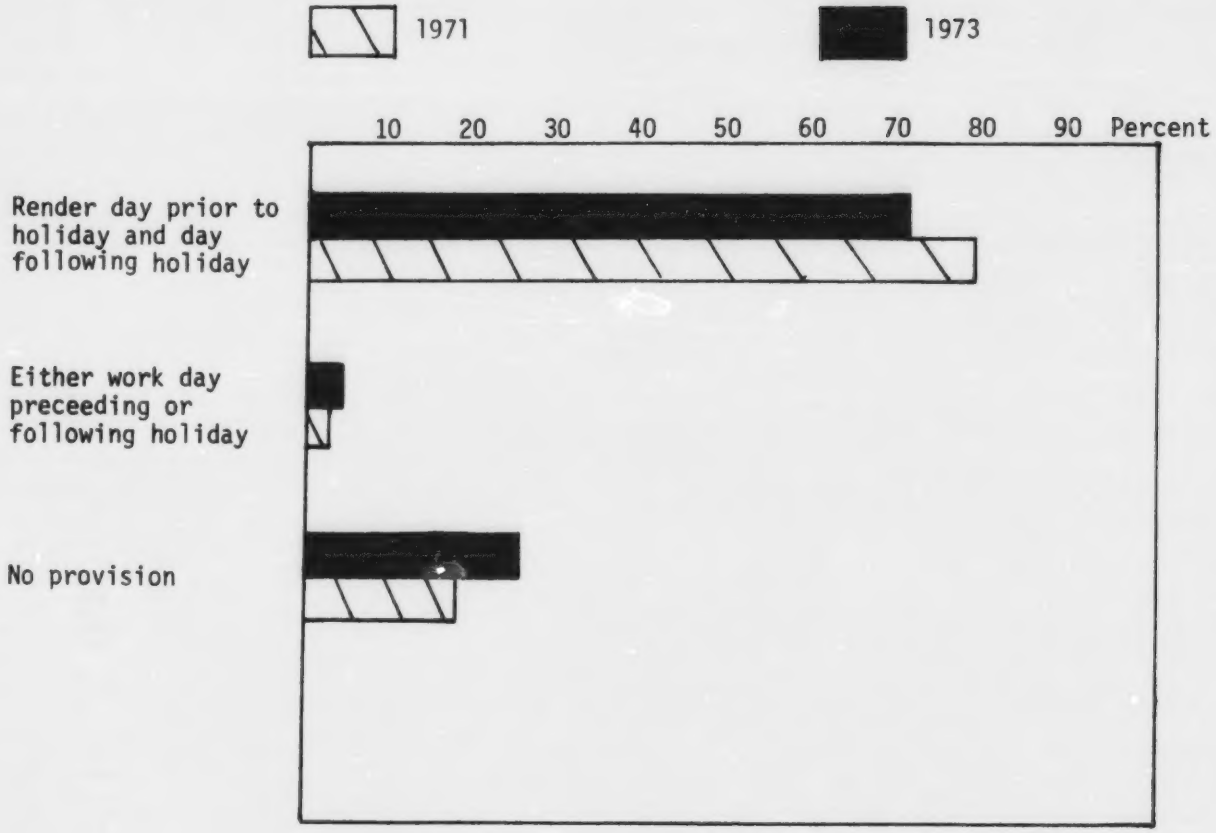


CHART 10: PAID HOLIDAYS PROVISION (Cont'd)

Paid Statutory Holidays

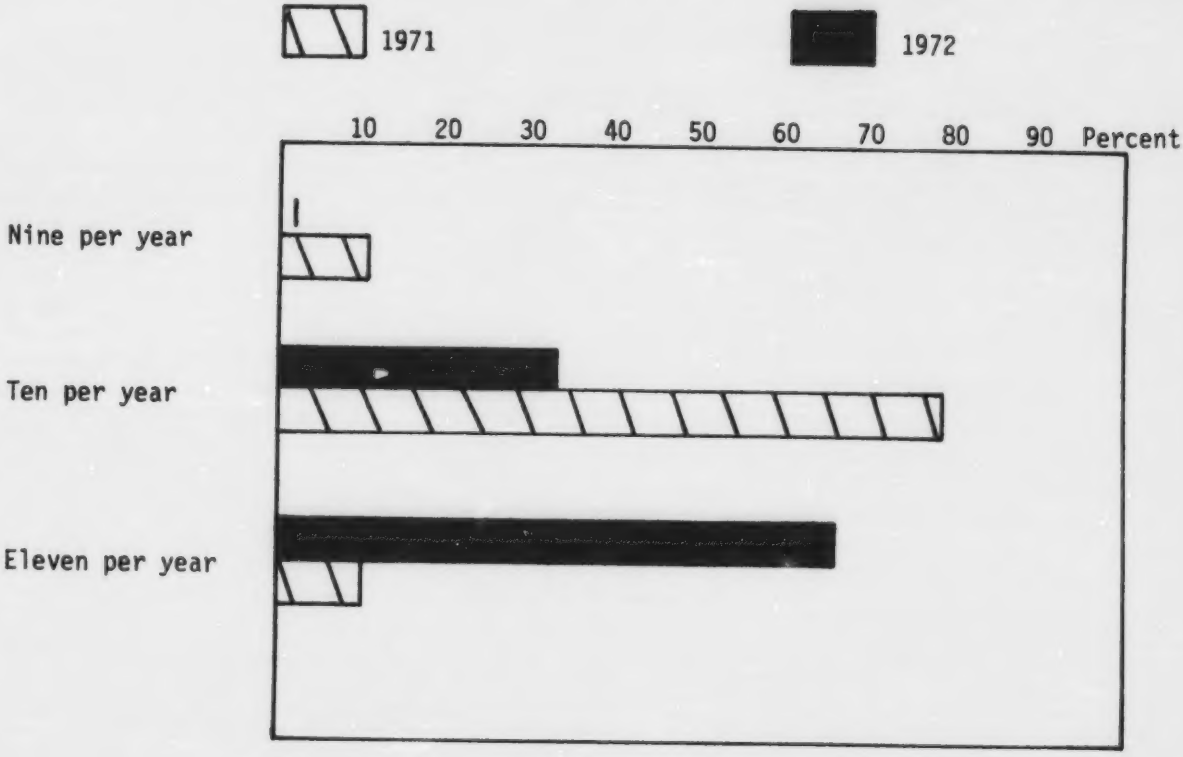


CHART 10: - PAID HOLIDAYS PROVISION (Cont'd)

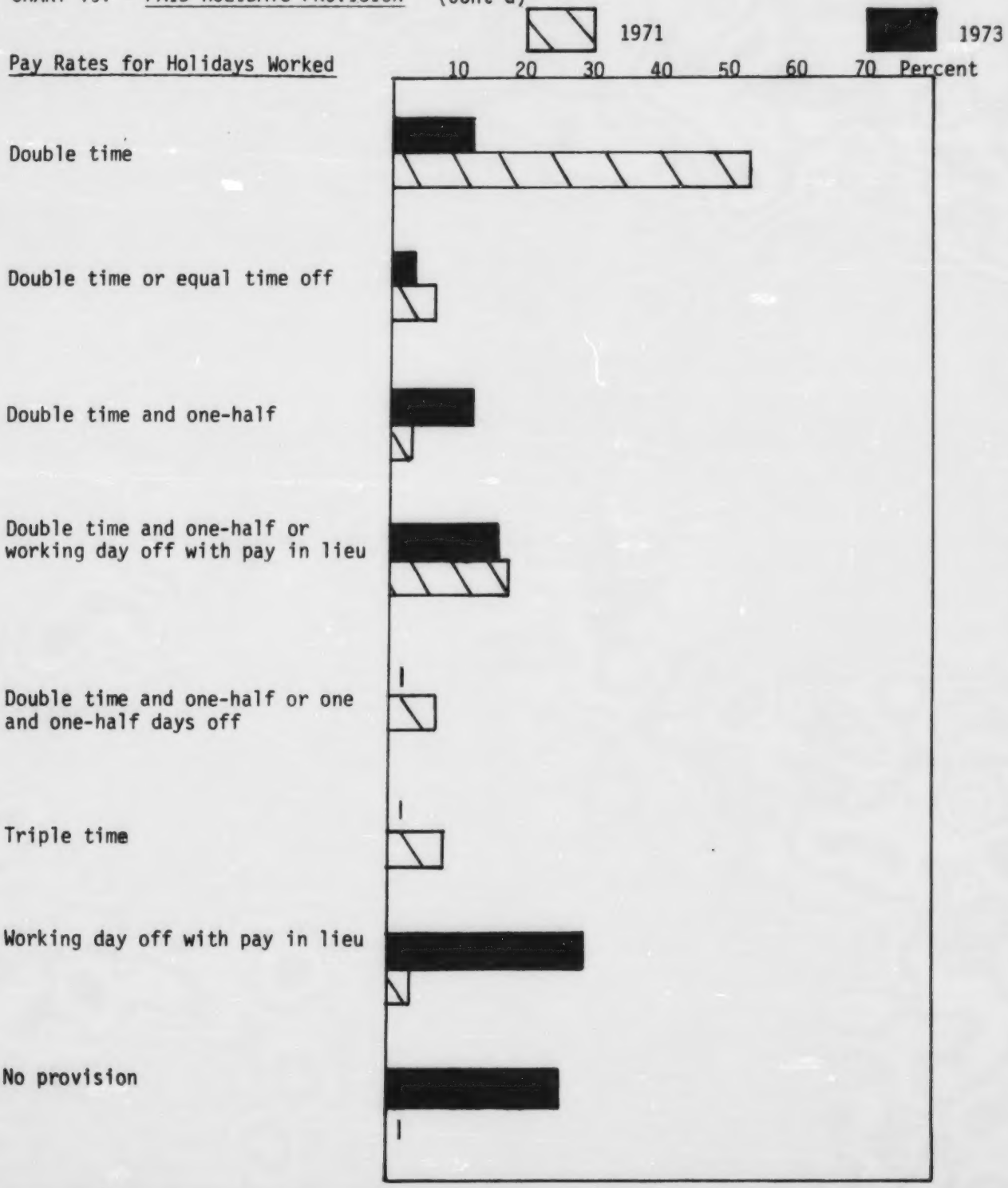


CHART 10: PAID HOLIDAY PROVISION (Cont'd)

Provision for Paid Holidays During Vacation

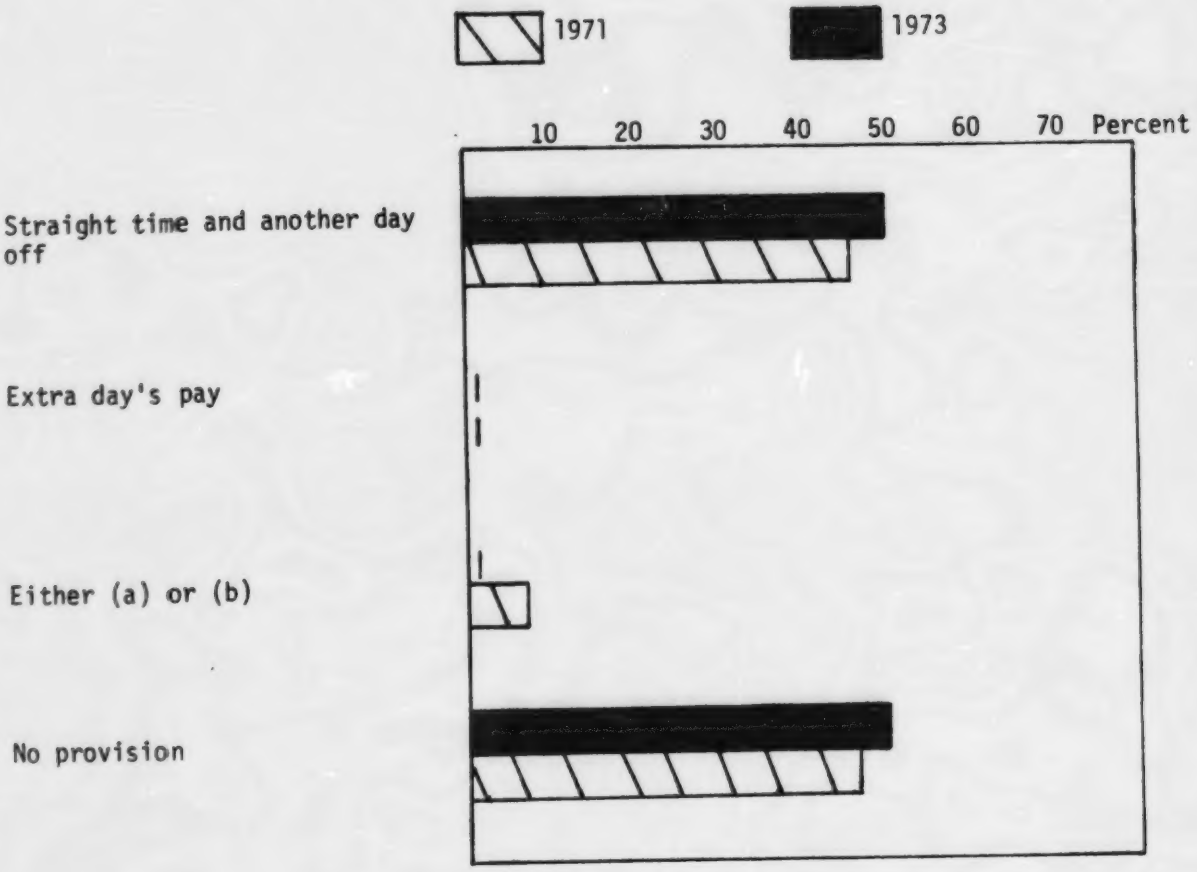


CHART 11: PAID VACATIONS

Paid Vacation - Two Weeks

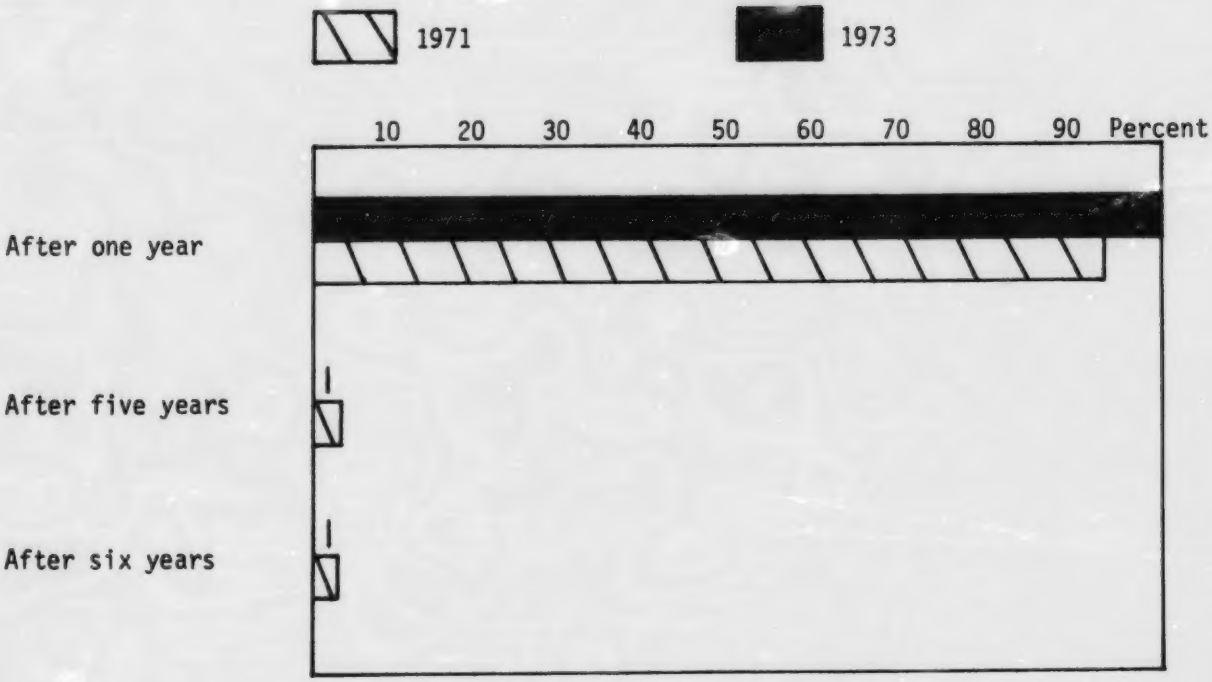


CHART 11: PAID VACATIONS (Cont'd)

Paid Vacation - Three Weeks

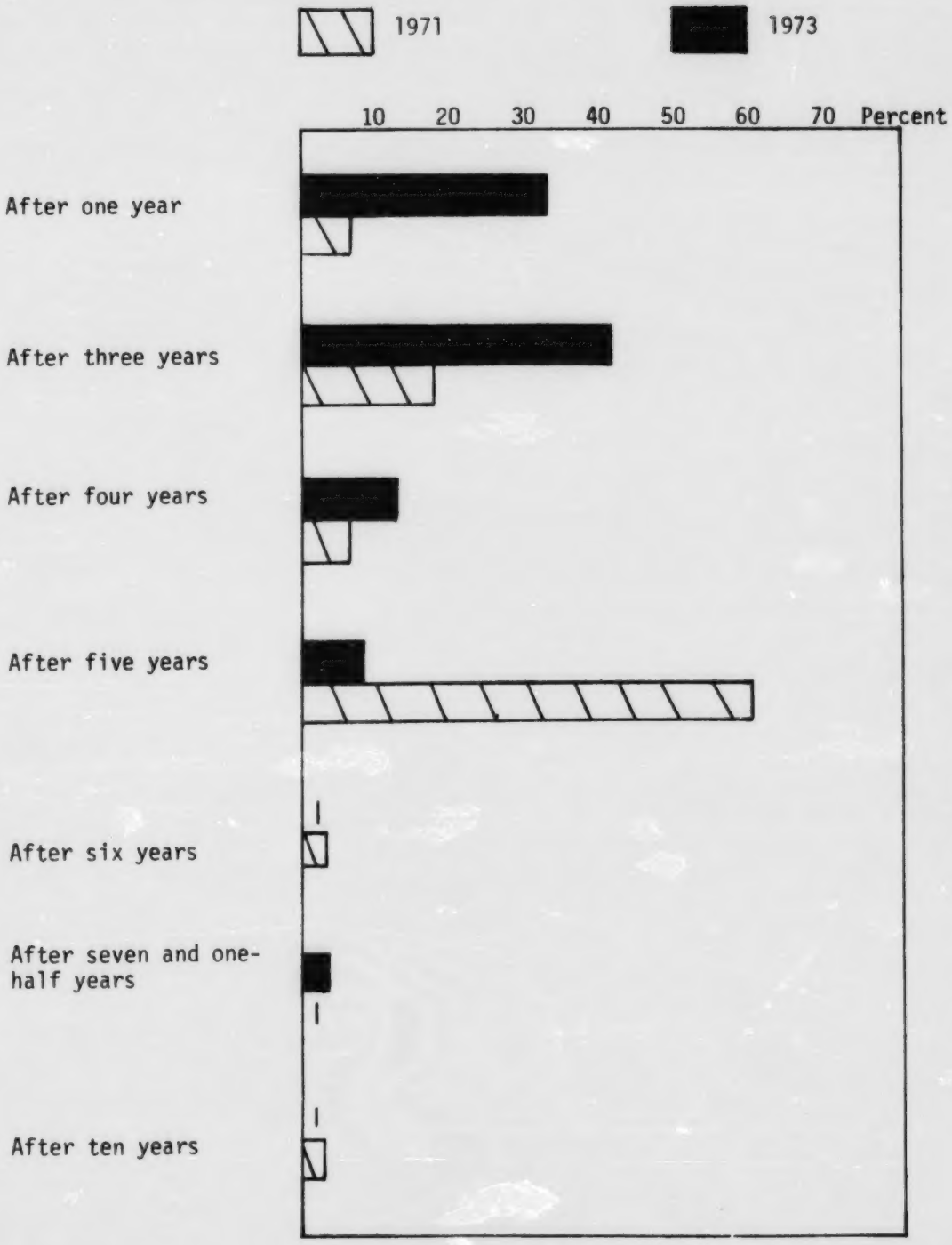


CHART 11: PAID VACATIONS (Cont'd)

Paid Vacation - Four Weeks

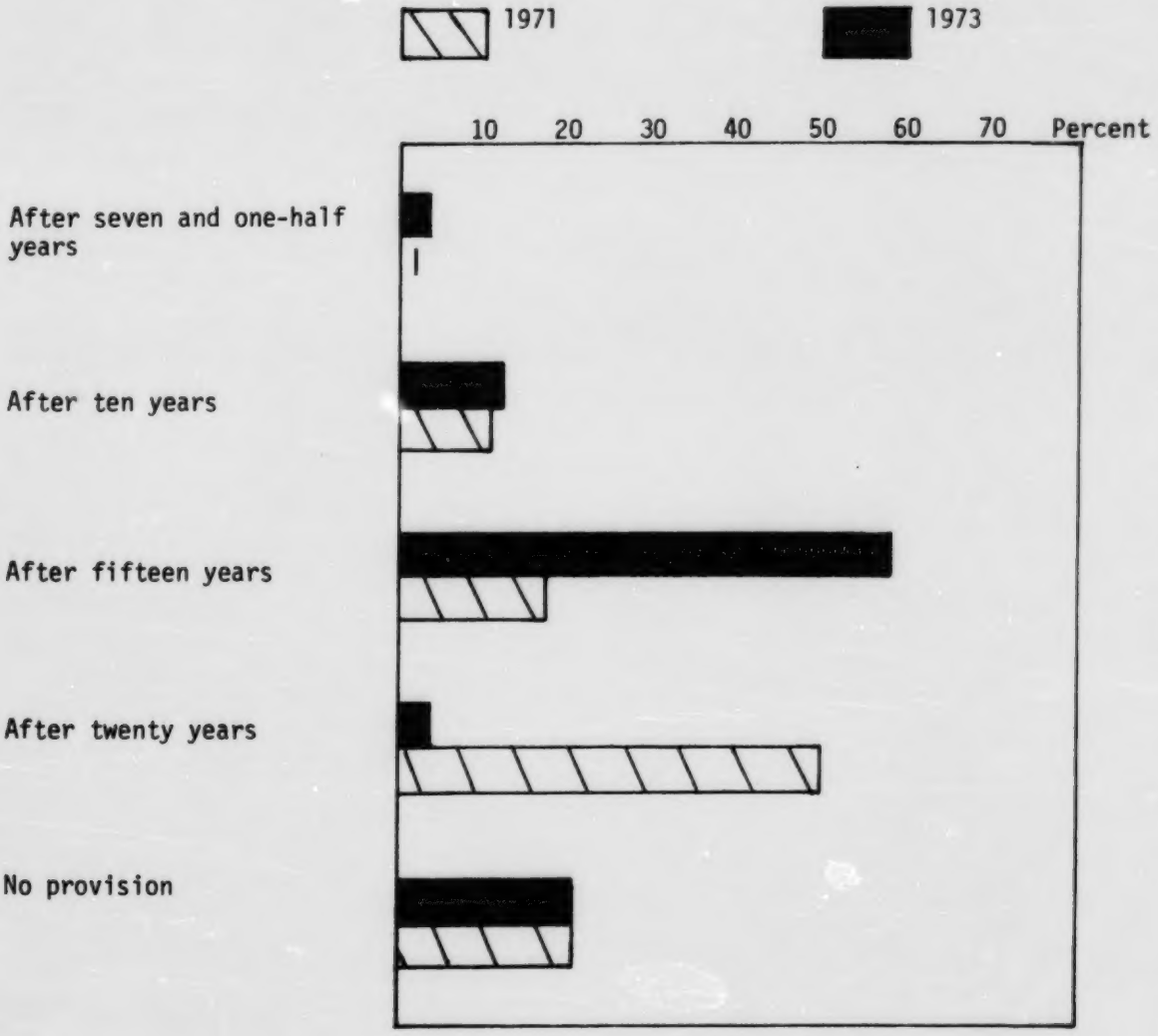


CHART 12: INDUSTRIAL SAFETY

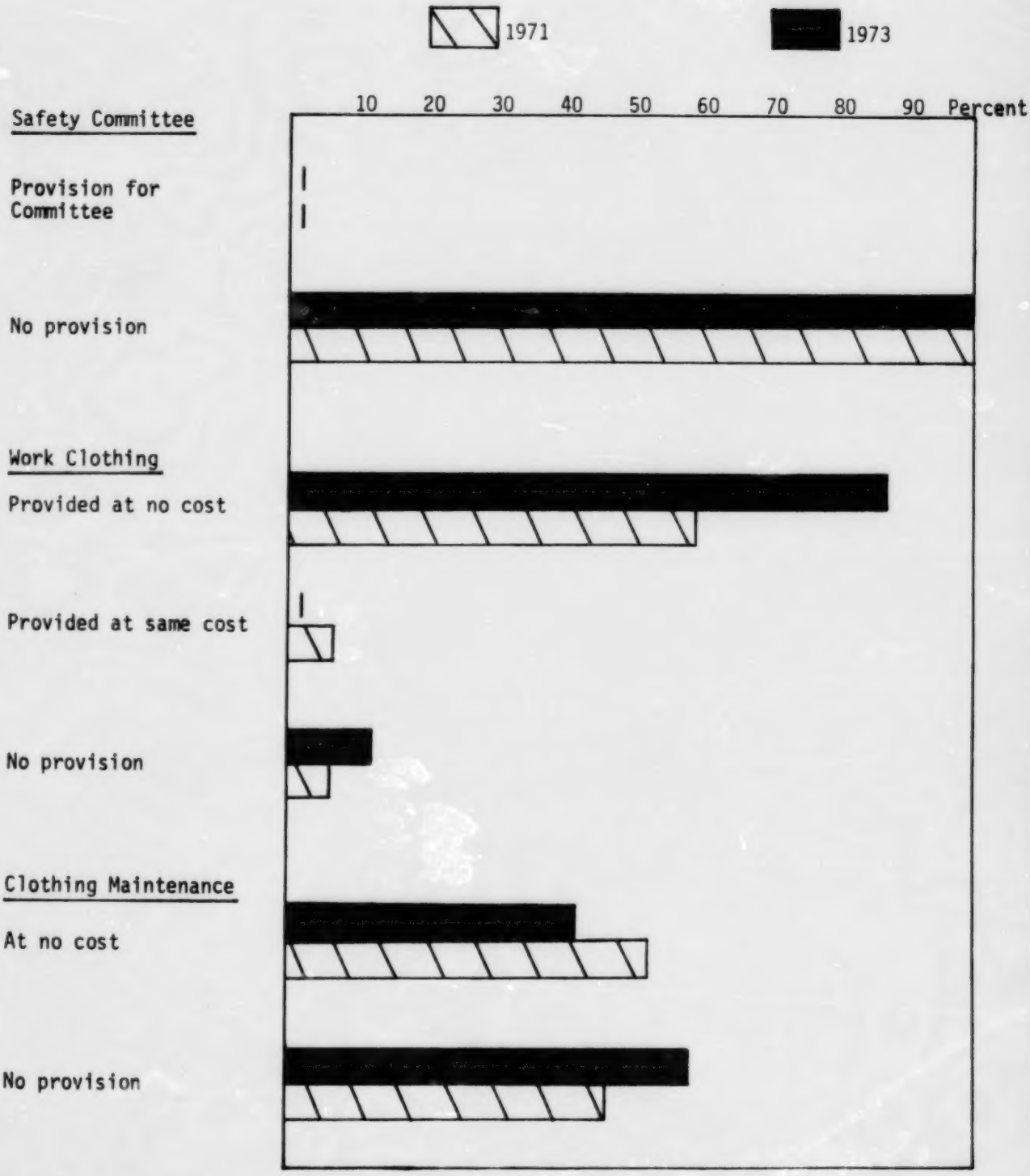


CHART 13: FRINGE BENEFITS

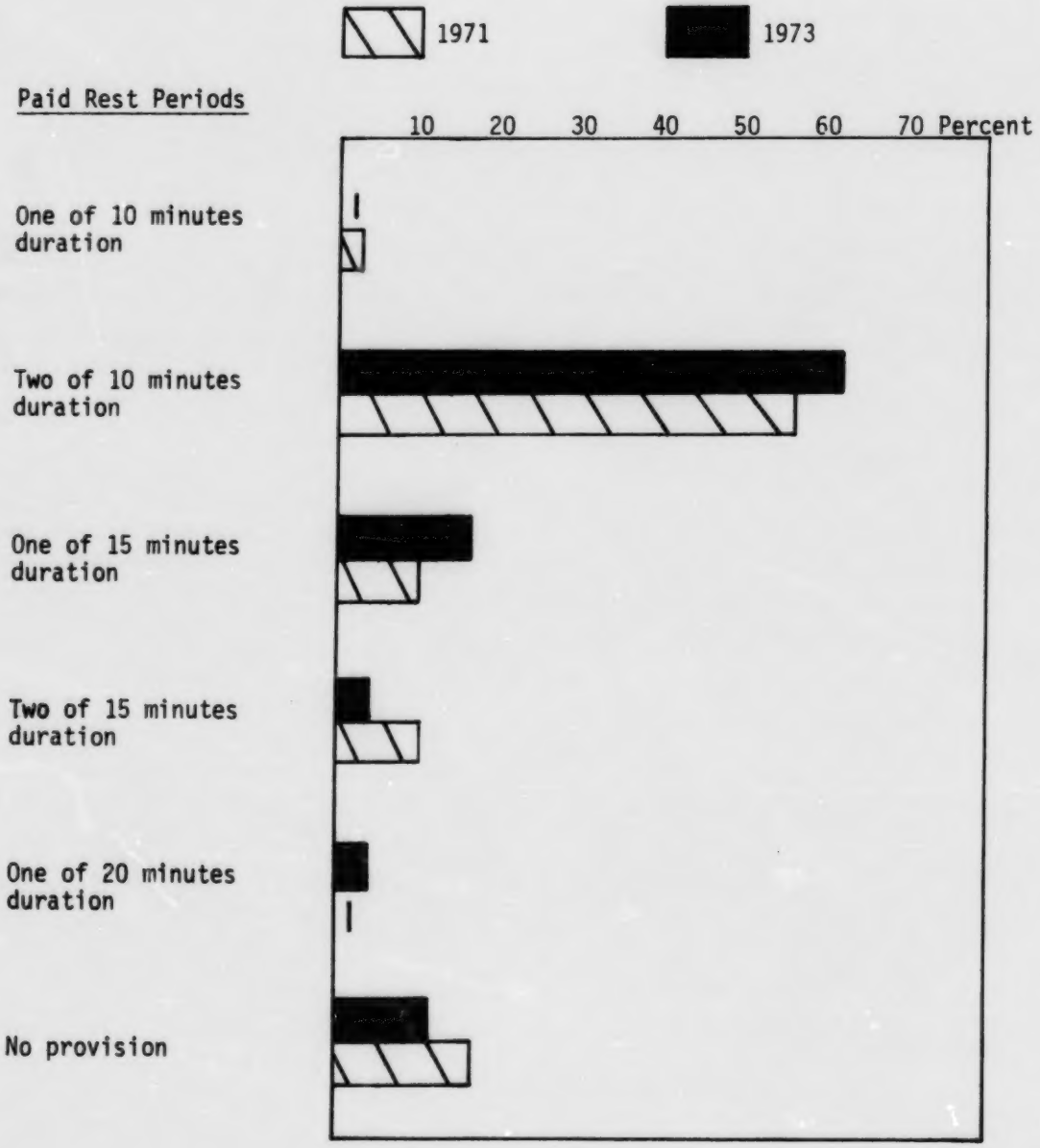


CHART 13: FRINGE BENEFITS (Cont'd)

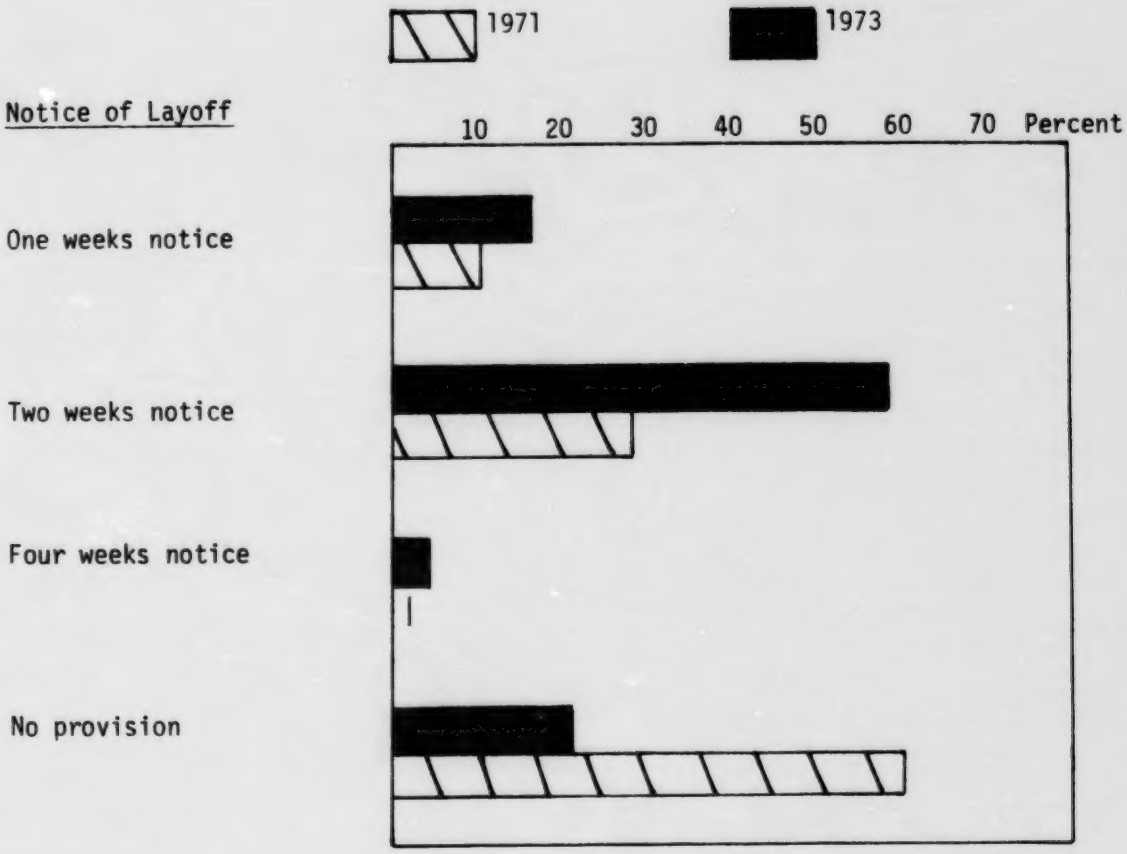


CHART 13: FRINGE BENEFITS (Cont'd)

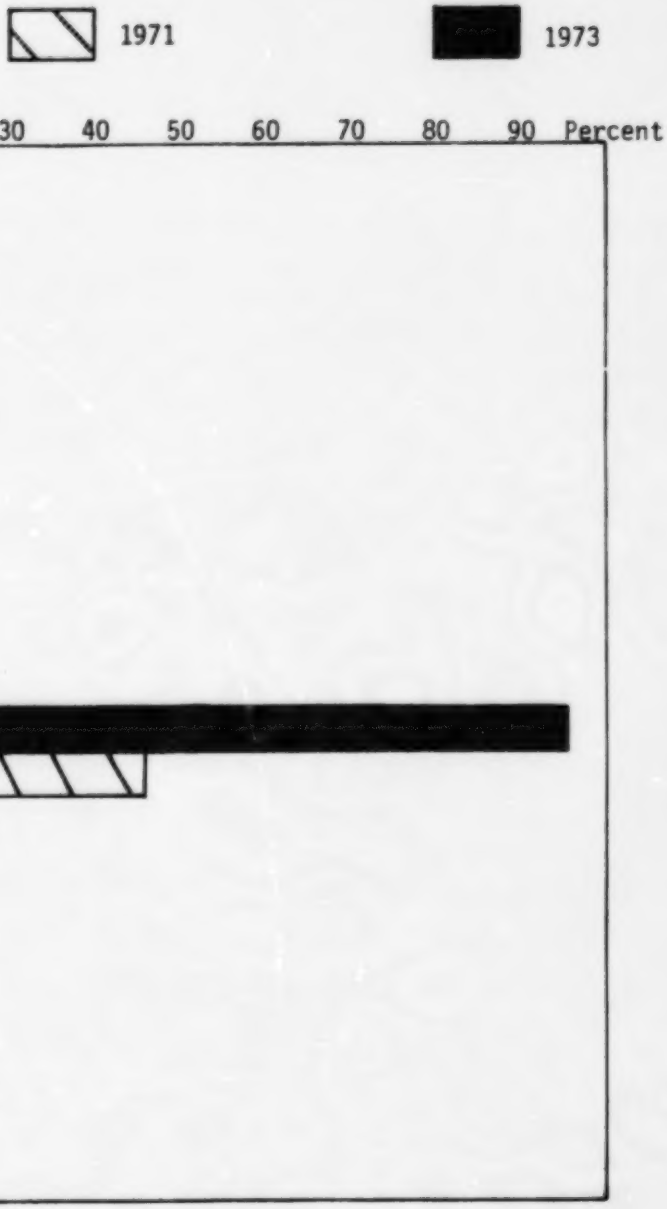


CHART 13: FRINGE BENEFITS (Cont'd)

1971

1973

Paid Sick Leave - Time Requisite

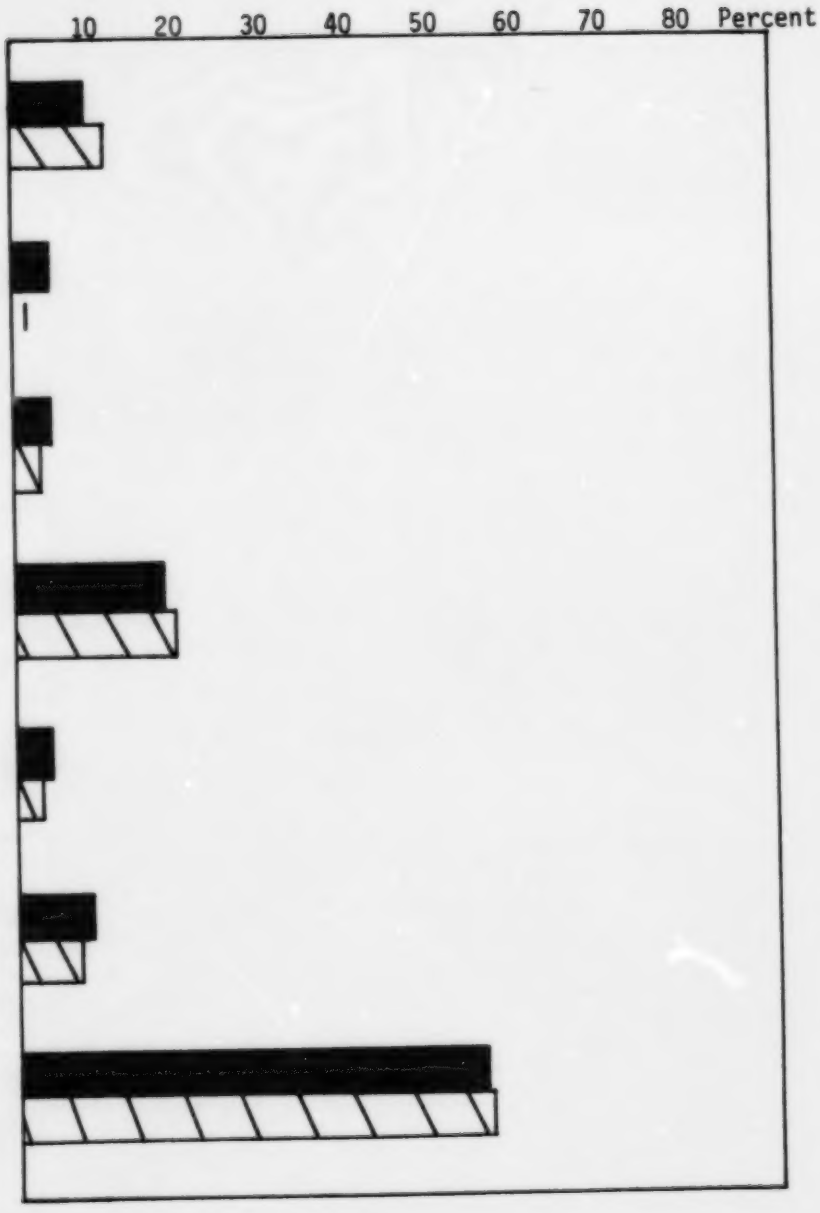


CHART 13: FRINGE BENEFITS (Cont'd)

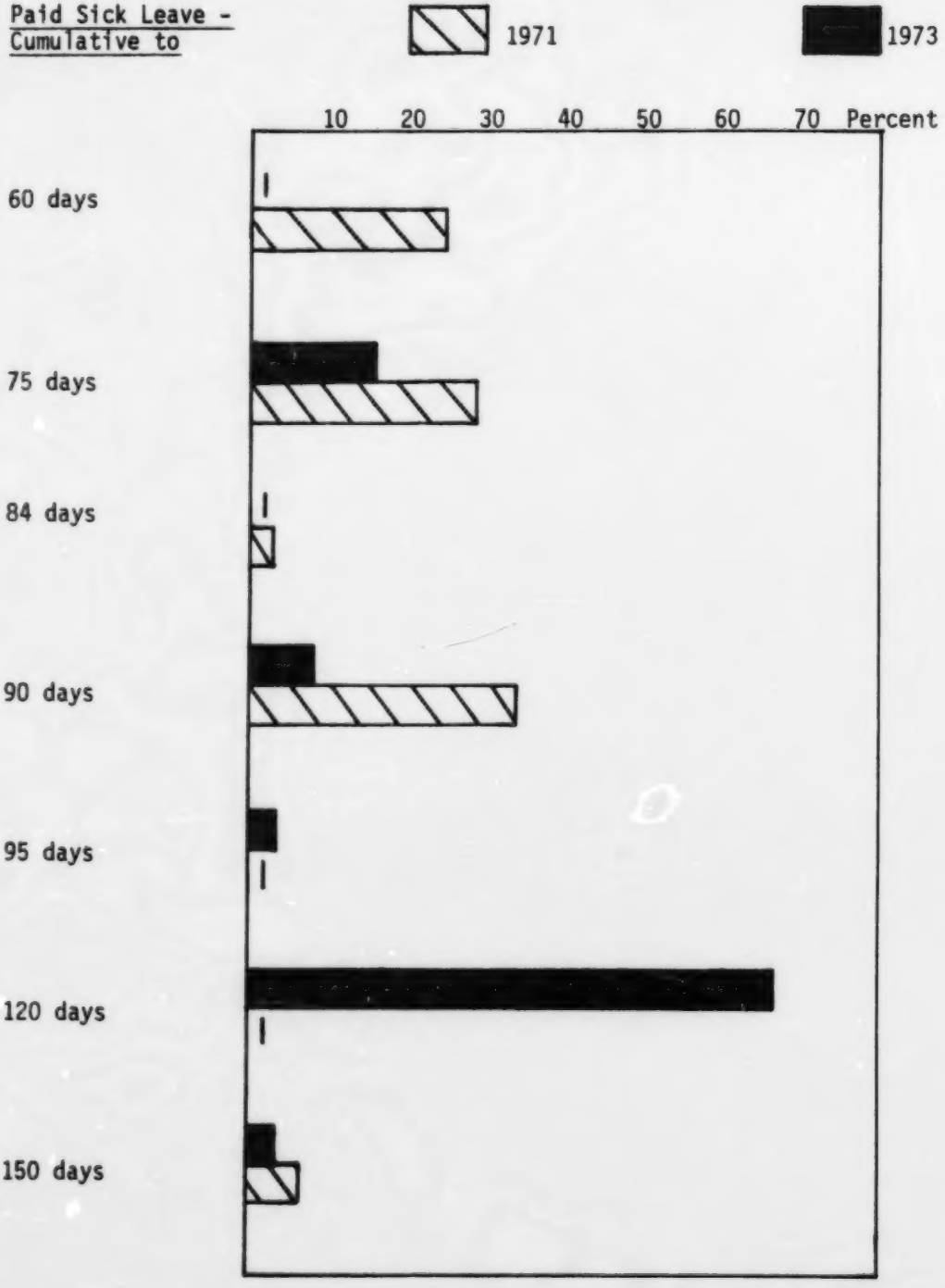


TABLE 1: TERM OF AGREEMENT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One Year	2	8.3	36	2.5
More than one but less than two	2	8.3	74	5.1
Two Years	17	70.8	1210	83.1
More than two but less than three	1	4.2	21	1.4
Three Years	2	8.4	115	7.9
TOTAL	24	100.0	1456	100.0

TABLE 2: SECURITY PROVISIONS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Union Shop	17	70.8	733	50.3
Modified Union Shop	1	4.2	65	4.5
Rand Formula	6	25.0	658	45.2
See Agreement	-	-	-	-
TOTAL	24	100.0	1456	100.0

TABLE 3: CHECK-OFF

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees with closed or union shop	16	66.7	722	49.6
Compulsory for all employees without closed or union shop	7	29.2	669	45.9
Compulsory for union members	1	4.1	65	4.5
Voluntary and irrevocable	-	-	-	-
TOTAL	24	100.0	1456	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Layoffs and rehirings	1	4.1	21	1.4
Layoffs, promotions and rehirings	4	16.7	199	13.7
Layoffs, rehirings and vacations	-	-	-	-
Layoffs, promotions, rehirings and vacations	19	79.2	1236	84.9
Layoffs, promotions and vacations	-	-	-	-
Vacations only	-	-	-	-
TOTAL	24	100.0	1456	100.0

TABLE 5: SENIORITY UNIT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	11	45.8	986	67.7
Craft or occupation	1	4.2	37	2.5
Department (Classification)	10	41.7	383	26.3
Plant	2	8.3	50	3.5
No provision	-	-	-	-
TOTAL	24	100.0	1456	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One month	1	4.2	4	0.3
Two months	14	58.3	606	41.6
Three months	5	20.8	525	36.0
Four months	3	12.5	71	4.9
Six months	1	4.2	250	17.2
TOTAL	24	100.0	1456	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Method of Grievance Procedure				
Written	4	16.7	171	11.7
Oral	19	79.2	1236	84.9
Not specifically stated	1	4.1	49	3.4
TOTAL	24	100.0	1456	100.0
Length of Time to Initiate Grievance				
24 hours	-	-	-	-
48 hours	11	45.8	896	61.5
Two working days	5	20.8	157	10.8
Three working days	-	-	-	-
Five working days	6	25.0	368	25.3
Seven working days	1	4.2	14	1.0
Not specifically stated	1	4.2	21	1.4
TOTAL	24	100.0	1456	100.0

TABLE 7: GRIEVANCE PROCEDURE (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Complainant's Status				
Suspended at discretion of employer, re-imbursement if exonerated	20	83.3	1283	88.1
Appeal after dismissal where discharge is involved	1	4.2	65	4.5
No provision	3	12.5	108	7.4
TOTAL	24	100.0	1456	100.0
Number of Arbitrators				
(a) Single arbitrator	10	41.7	603	41.4
(b) Three man board	5	20.8	305	20.9
(c) Either (a) or (b)	9	37.5	548	37.7
TOTAL	24	100.0	1456	100.0

TABLE 8: NORMAL WORK WEEK

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
40 hours (including one-half hour meal period)	23	95.8	1206	82.8
37½ hours (including one-half hour meal period)	-	-	-	-
37½ hours (excluding one-half hour meal period)	1	4.2	250	17.2
40 hours (including 20-minute meal period)	-	-	-	-
TOTAL	24	100.0	1456	100.0
Application of Work Week				
5 consecutive days where possible with 2 consecutive days off	6	25.0	368	25.3
5 days per week	6	25.0	187	12.8
1 weekend off per month	3	12.5	410	28.1
No more than 7 consecutive days with one day or more off	1	4.2	250	17.2
Not more than 10 consecutive days without at least one day off	1	4.2	14	1.0
No provision	7	29.1	227	15.6
TOTAL	24	100.0	1456	100.0

TABLE 9: OVERTIME RATES

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates After Daily or Weekly Hours				
Time and one-half	19	79.2	987	67.8
See agreement[1]	5	20.8	469	32.2
TOTAL	24	100.0	1456	100.0
Overtime Rates on Saturday				
Time and one-half	18	75.0	1037	71.2
See agreement[2]	6	25.0	419	28.8
TOTAL	24	100.0	1456	100.0

[1]All 24 agreements specify a premium rate of time and one-half for hours worked in excess of normal daily or weekly hours. Two agreements in addition to this provision, provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked, at the option of the employee, while three agreements provide for time and one-half followed by a higher rate.

[2]All 24 agreements specify a premium rate of time and one-half for work performed on Saturday or Sunday. In addition, four agreements provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked at the option of the employee, while two agreements call for time and one-half followed by a higher rate.

TABLE 9: OVERTIME RATES (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates on Sunday				
Time and one-half	18	75.0	1047	71.9
No provision	-	-	-	-
See agreement[3]	6	25.0	409	28.1
TOTAL	24	100.0	1456	100.0

TABLE 10: PAID HOLIDAYS PROVISION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Requirements for Paid Statutory Holidays				
Render day prior to holiday and day following holiday	17	70.8	1261	86.6
Either work day preceding or following holiday	1	4.2	21	1.4
No provision	6	25.0	174	12.0
TOTAL	24	100.0	1456	100.0

[3] All 24 agreements specify a premium rate of time and one-half for work performed on Saturday or Sunday. In addition, four agreements provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked at the option of the employee, while two agreements call for time and one-half followed by a higher rate.

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Statutory Holidays				
9 per year	-	-	-	-
10 per year	8	33.3	440	30.2
11 per year	16	66.7	1016	69.8
TOTAL	24	100.0	1456	100.0
Pay Rates for Holidays Worked				
Double time	3	12.5	152	10.4
Double time or equal time off	1	4.2	30	2.1
Double time and one-half	3	12.5	334	22.9
Double time and one-half or working day off with pay in lieu	4	16.7	494	33.9
Double time and one-half or one and one-half days off	-	-	-	-
Triple time	-	-	-	-
Working day off with pay in lieu	7	29.1	259	17.8
No provision	6	25.0	187	12.9
TOTAL	24	100.0	1456	100.0

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for Paid Holidays During Vacation				
(a) Straight time and another day off	12	50.0	1048	72.0
(b) Extra day's pay	-	-	-	-
(c) Either (a) or (b)	-	-	-	-
(d) No provision	12	50.0	408	28.0
TOTAL	24	100.0	1456	100.0
Paid Holiday Falling on Days Not Normally Worked				
Observe on following Monday or day proclaimed by government	7	29.2	874	60.0
Working day off with pay	3	12.5	149	10.2
No provision	14	58.3	433	29.8
TOTAL	24	100.0	1456	100.0

TABLE 11: PAID VACATIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacation - Two Weeks				
After one year	24	100.0	1456	100.0
After five years	-	-	-	-
After six years	-	-	-	-
TOTAL	24	100.0	1456	100.0
Paid Vacation - Three Weeks				
After one year	8	33.3	728	50.0
After three years	10	41.7	516	35.0
After four years	3	12.5	119	8.2
After five years	2	8.3	63	4.3
After six years	-	-	-	-
After seven and one-half years	1	4.2	30	2.5
After ten years	-	-	-	-
TOTAL	24	100.0	1456	100.0
Paid Vacation - Four Weeks				
After seven and one-half years	1	4.2	6	0.4
After ten years	3	12.5	245	16.8
After fifteen years	14	58.3	740	50.8
After twenty years	1	4.2	250	17.2
No provision	5	20.8	215	14.8
TOTAL	24	100.0	1456	100.0

TABLE 12: SHIFT PROVISION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Regular pay plus $10.00 per month	1	4.2	250	17.2
Regular pay plus $1.00 per shift extra	10	41.7	586	40.2
Regular pay plus $1.00 per shift extra up to max. of $12.00	1	4.1	140	9.6
No provision	12	50.0	480	33.0
TOTAL	24	100.0	1456	100.0

TABLE 13: INDUSTRIAL SAFETY

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Safety Committee				
Provision for committee	-	-	-	-
No provision	24	100.0	1456	100.0
TOTAL	24	100.0	1456	100.0
Physical examination	1	4.2	30	2.1
No provision	23	95.8	1426	97.9
TOTAL	24	100.0	1456	100.0

TABLE 13: INDUSTRIAL SAFETY (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Work Clothing				
Provided at no cost	21	87.5	1283	88.1
Provided at some cost	-	-	-	-
No provision	3	12.5	173	11.9
TOTAL	24	100.0	1456	100.0
Clothing Maintenance				
At no cost	10	41.7	924	63.5
No provision	14	58.3	532	36.5
TOTAL	24	100.0	1456	100.0

TABLE 14: FRINGE BENEFITS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Bereavement Leave				
Three days leave for immediate family	9	37.5	735	50.5
Five days leave for immediate family	15	62.5	721	49.5
TOTAL	24	100.0	1456	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Rest Periods				
One of 10 minutes duration	-	-	-	-
Two of 10 minutes duration	15	62.5	927	63.7
One of 15 minutes duration	4	16.7	204	14.0
Two of 15 minutes duration	1	4.2	250	17.2
One of 20 minutes duration	1	4.1	35	2.4
No provision	3	12.5	40	2.7
TOTAL	24	100.0	1456	100.0
Notice of Layoff				
One week's notice	4	16.7	199	13.7
Two week's notice	14	58.3	1107	76.0
Four week's notice	1	4.2	19	1.3
No provision	5	20.8	131	9.0
TOTAL	24	100.0	1456	100.0
Medical benefits	3	12.5	121	8.3
No provision	21	87.5	1335	91.7
TOTAL	24	100.0	1456	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Employer contribution to welfare plan	5	20.8	200	13.7
No provision	19	79.2	1256	86.3
TOTAL	24	100.0	1456	100.0
Unpaid maternity leave	21	87.5	1416	97.3
No provision	3	12.5	40	2.7
TOTAL	24	100.0	1456	100.0
Unpaid leave of absence (union business)	11	45.8	554	38.1
No provision	13	54.2	902	61.9
TOTAL	24	100.0	1456	100.0
Call-Out Pay Guarantee				
Two hours at regular rate	-	-	-	-
Three hours at regular rate	3	12.5	136	9.3
Three hours at regular rate or time and one-half, whichever is the greater	2	8.3	299	20.5
Four hours at regular rate	13	54.2	777	53.4
Four hours at regular rate or time and one-half, whichever is the greater	2	8.3	36	2.5

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Call-Out Pay Guarantee (Cont'd)				
Hours worked paid at time and one-half the regular rate	2	8.3	39	2.7
No provision	2	8.4	169	11.6
TOTAL	24	100.0	1456	100.0
Job posting	20	83.3	1046	71.8
No provision	4	16.7	410	28.2
TOTAL	24	100.0	1456	100.0
Paid Sick Leave				
One day per 22 days worked	-	-	-	-
One day per 26 days worked	-	-	-	-
One and one-quarter days per month	-	-	-	-
One and one-half days per month	23	95.8	1206	82.8
Two and one-half days per month	1	4.2	250	17.2
One day for each 18 days worked	-	-	-	-
TOTAL	24	100.0	1456	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave - Time Requisite				
After 60 working days	2	8.3	115	7.9
After 87 working days	1	4.2	30	2.1
After one month	1	4.2	250	17.2
After three months	4	16.7	424	29.1
After four months	1	4.1	6	0.4
After six months	2	8.3	25	1.7
After one year	13	54.2	606	41.6
TOTAL	24	100.0	1456	100.0
Paid Sick Leave - Cumulative to				
60 days	-	-	-	-
75 days	4	16.7	151	10.4
84 days	-	-	-	-
90 days	2	8.3	25	1.7
95 days	1	4.2	150	10.3
120 days	16	66.7	880	60.4
150 days	1	4.1	250	17.2
TOTAL	24	100.0	1456	100.0

TABLE 15: BASE RATE INCREASE

	Lowest Wage Paid		Base Rate Increase	
	1971 ($)	1973 ($)	1971 (%)	1973 (%)
Male	1.49	1.69	14.2	6.8
Female	1.45	1.60	16.4	6.6

NOTE: The annual base wage increase is calculated as a percentage of the lowest wage paid in all agreements and therefore, is expressed as an average.

SECTION II

HISTORICAL AND CURRENT COMPARISONS

OF

REGISTERED NURSES

AND

CERTIFIED NURSING ASSISTANTS

HIGHLIGHTS

CERTIFIED NURSING ASSISTANTS AND REGISTERED NURSES

1971 - 1973

Term of Agreement

All agreements in the Nurses' section were for a contract duration of two years, exhibiting an apparent contrast with the 1971 survey where 73 percent of the agreements were for a period of one year. The majority of agreements covering the Certified Nursing Assistants were for a period of two years.

Security Provisions

The Rand Formula method of union security was observed to be the most prominent in both the Certified Nursing Assistants' and Nurses' agreements. All agreements with the Certified Nursing Assistants made provision for the Rand Formula method.

Check-Off

Approximately 80 percent of all nurses were required to pay association dues which is considerably less than in 1971, while all Certified Nursing Assistants were obligated to remit union dues.

Seniority Recognition

The application of seniority in determining employee qualification for certain provisions became even more pronounced in 1973. Approximately 33 percent of the Nurses' agreements and 100 percent of the Certified Nursing Assistants' agreements applied seniority to all four provisions: layoffs, promotions, rehirings and vacations. Vacations continued to be the most important provision, appearing in all collective agreements.

HIGHLIGHTS (Cont'd)

Seniority Unit

The percentage of Nurses' agreements designating their seniortiy unit by craft or occupation increased from 64 percent in 1971 to 75 percent in 1973. Nearly 88 percent of the Certified Nursing Assistants' contracts defined their seniority unit by working unit or classification.

Permanent Employee Qualification

As in the 1971 survey, the three-month probationary period requirement continued to be the most dominant time period for permanent employee status. This pertains to both the Certified Nursing Assistants' and Nurses' contracts, where 100 percent of the former and 75 percent of the latter's agreements included this specific provision.

Grievance Procedure

The oral presentation method of initiating grievances continued to be the most prevalent for both Certified Nursing Assistants and Nurses. Of the 20 collective agreements analyzed for these two groups, 90 percent made provision for the above method.

Length of Time to Initiate Grievance

The majority of contracts indicated that ten working days was the most frequently preferred period of time to initiate grievances. In comparison with the 1971 survey, which revealed that 82 percent of the contracts had not specifically stated the period of time, the 1973 survey reported that less than 17 percent of the contracts had failed to establish a specific time period. Eighty-eight percent of the Certified Nursing Assistants' agreements included ten working days as their initiation period.

HIGHLIGHTS (Cont'd)

Normal Work Week

The standard work week of 40 hours including a 50-minute break for dinner and coffee continued to be the norm for Certified Nursing Assistants and Nurses. Basically the five-day work week continues to prevail, but provision is allotted in emergency situations where nurses may work seven consecutive days followed by consecutive days off.

Overtime Rates

There was little change in the rates of pay for overtime worked after daily or weekly hours, Saturdays and Sundays, from 1971. The overtime rate of time and one-half the employee's regular rate was evident in 100 percent of the Nurses' agreements in 1973, identical to the 1971 survey.

In 1973, an alternative clause had been added to the time and one-half provision permitting nurses the option of taking time off in lieu of overtime pay. This provision appeared in 92 percent of the agreements.

Approximately 86 percent of the Certified Nursing Assistants' contracts made provision for time and one-half or equal time off in lieu.

Pay Rates for Holidays Worked

The majority of agreements continued to compensate nurses for time worked on holidays by granting the regular rate of pay in addition to another day off. The same provision existed in 88 percent of the Certified Nursing Assistants' agreements.

Requirements for Paid Holidays

As in the 1971 survey, most collective agreements required employees to work the shift prior to and following the designated paid holiday. One hundred percent of the Certified Nursing Assistants' agreements stipulated this provision.

HIGHLIGHTS (Cont'd)

Paid Statutory Holidays

An increase of one holiday to eleven per year was evident in 67 percent of the Nurses' contracts while in the 1971 survey, ten holidays were provided in 91 percent of the agreements. All Certified Nursing Assistants' agreements made provisions for eleven holidays per year.

Paid Holidays Falling During Vacation

A change in the type of provisional arrangements for paid holidays falling during vacations occurred in 1973. The current survey revealed that Certified Nursing Assistants and Nurses were given the option of selecting another working day off with pay or an extra day's pay. Twenty-five percent of the Nurses' agreements and 88 percent of the Certified Nursing Assistants' agreements indicated their preference for the same.

Paid Vacations

Since 1971, minor changes occurred in the length of paid vacations as three week's vacation remained standard after one year's service. Approximately 75 percent of the Nurses' agreements provided four week's vacation with pay after seven and one-half year's service. In 1971, the majority of agreements made provision for four week's vacation with pay after nine and one-half year's service.

Three week's vacation with pay after one year and four weeks after ten years was found in all Certified Nursing Assistants' contracts.

Shift Provisions

All agreements for the Certified Nursing Assistants and Nurses continued to omit specific provisions for shift differential in the current survey.

HIGHLIGHTS (Cont'd)

Paid Bereavement Leave

Entitlement to paid bereavement leave increased substantially in 1973 compared with survey results in 1971. Nearly 67 percent of the Nurses' contracts made provisions for five day's leave for members of the immediate family as opposed to 46 percent in 1971.

Approximately 88 percent of the Certified Nursing Assistants' contracts made provisions for the same.

Paid Sick Leave

In 1973, little change in the amount of time Nurses were entitled to receive as paid sick leave occurred from the 1971 survey as one and one-half days per month were found in 50 percent of the agreements.

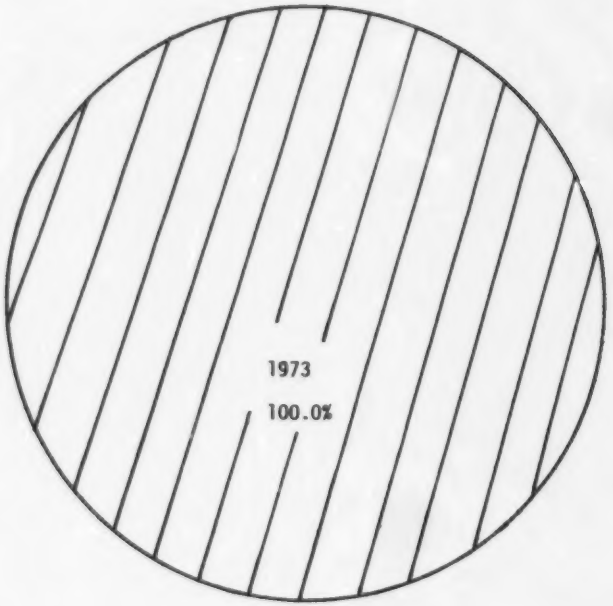
The Certified Nursing Assistants' agreements indicated that one paid sick day per 22 worked was most prominent with an 88 percent frequency appearance.

CHART AND TABULAR ANALYSIS

OF

REGISTERED NURSES

PERCENTAGE DISTRIBUTION OF AGREEMENTS AND EMPLOYEES COVERED
BY YEAR OF EXPIRY



BY AGREEMENT

BY EMPLOYEES

CHART 1: Term of Agreement

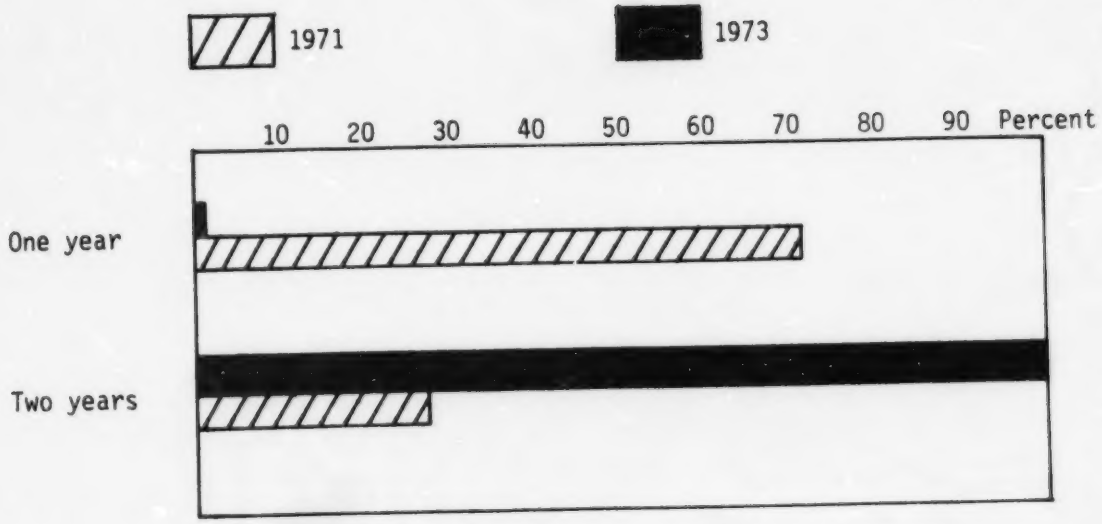


CHART 2: Security Provisions

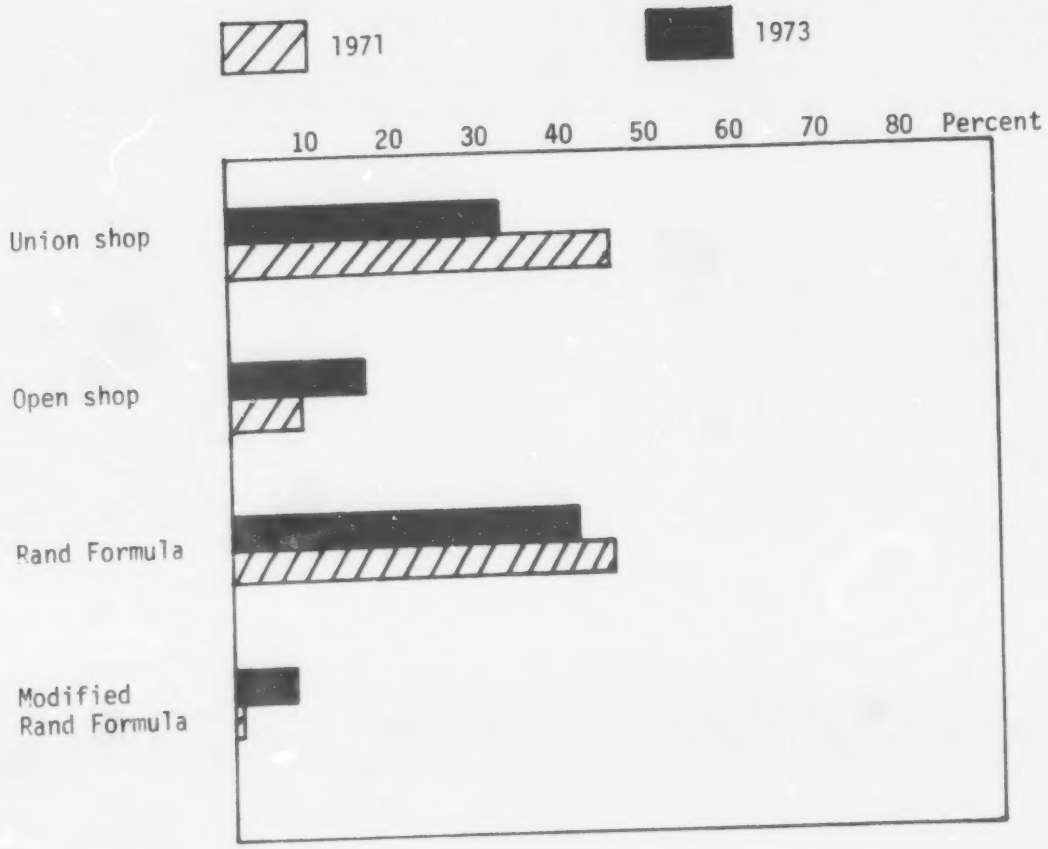


CHART 3: Check-Off

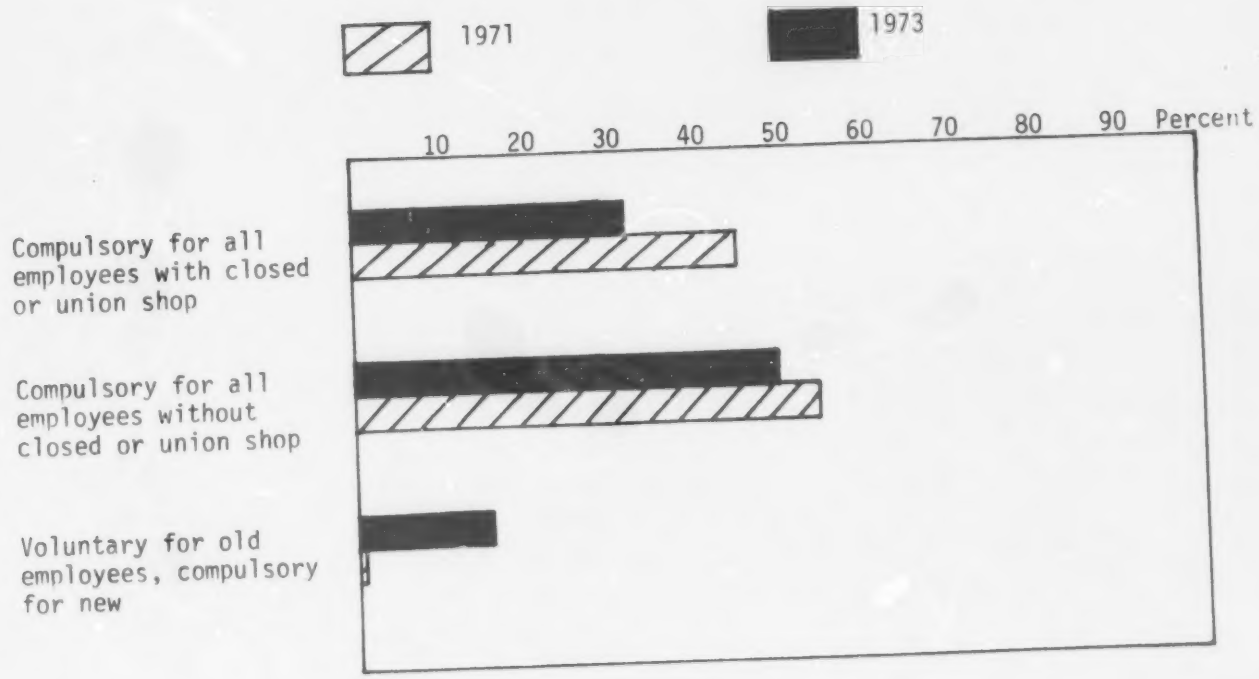


CHART 4: Seniority Recognition

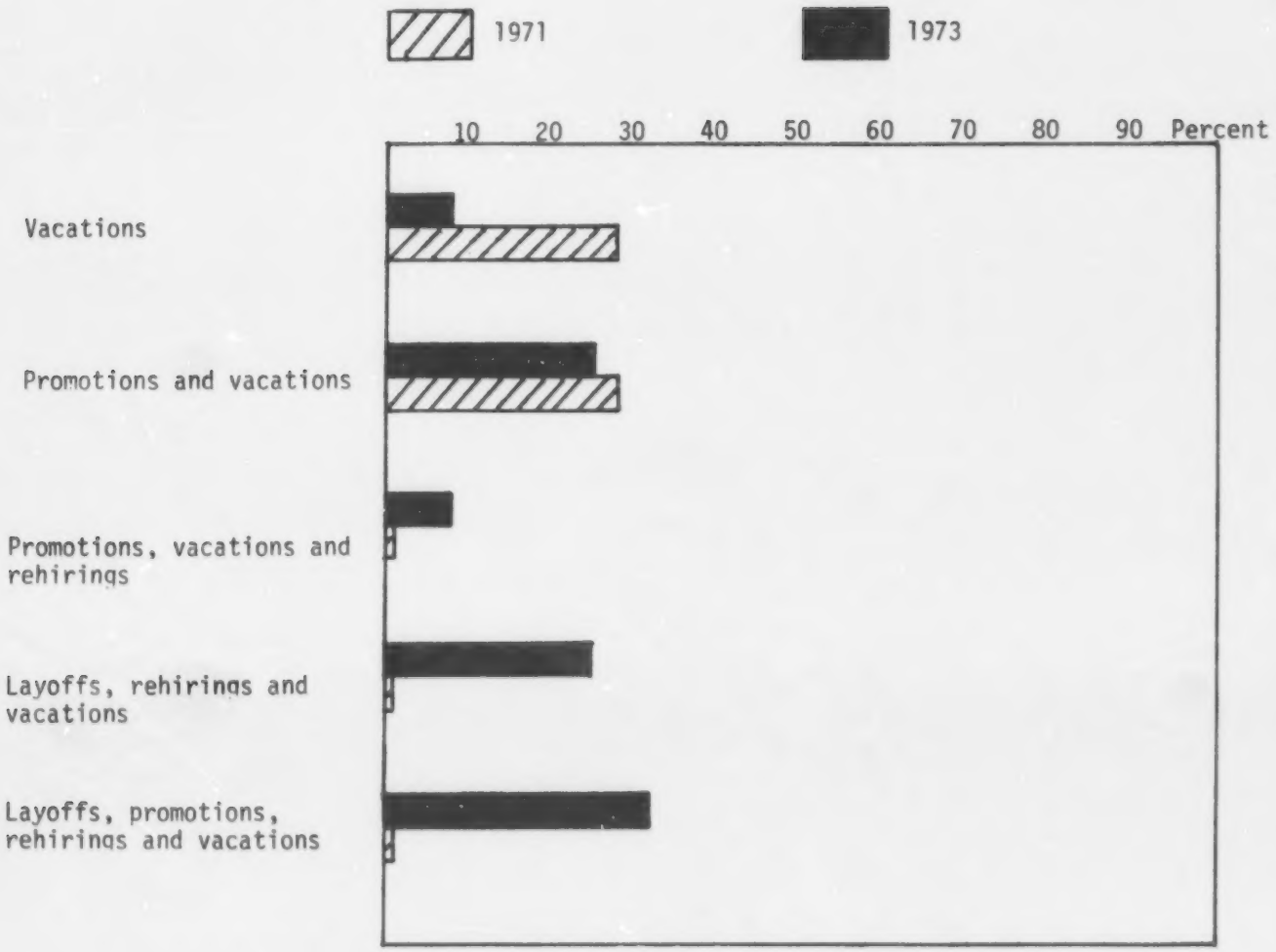


CHART 5: Seniority Unit

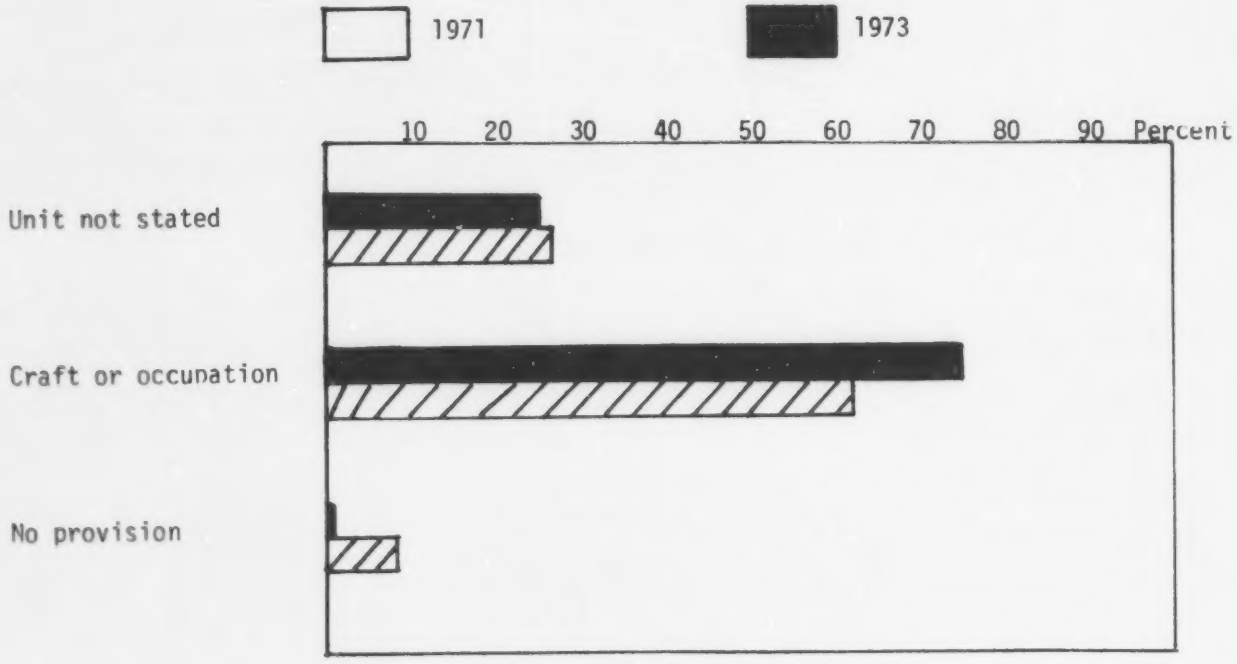


CHART 6: Permanent Employee Qualification

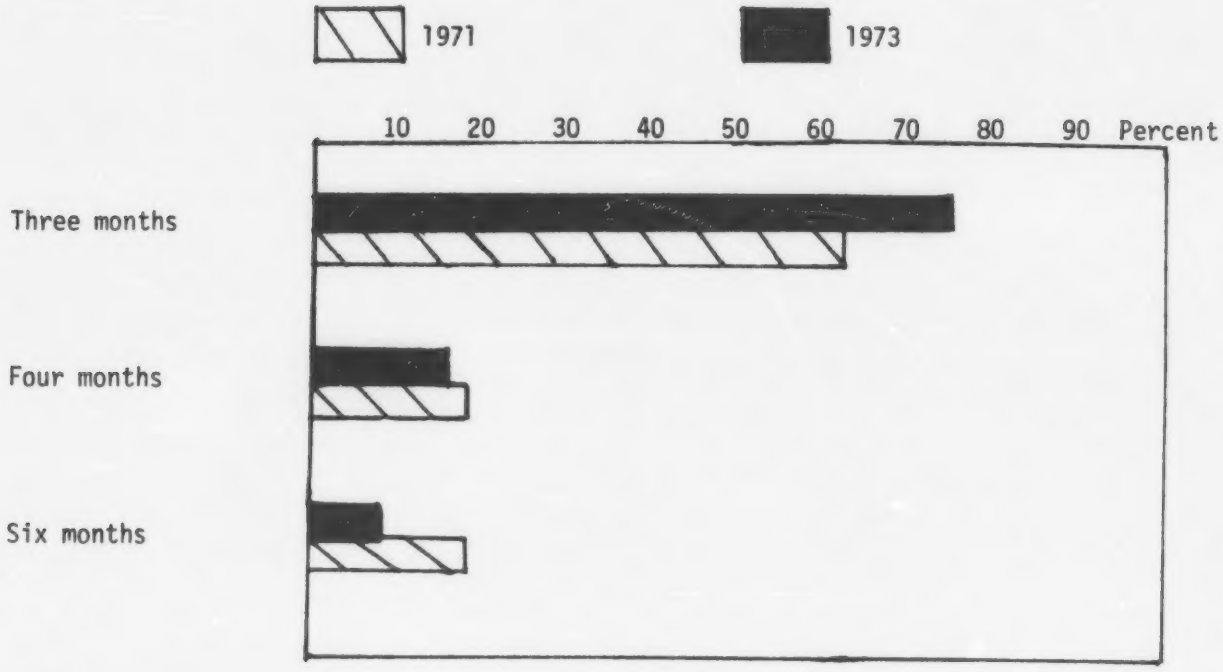


CHART 7: Grievance Procedure

Method of Grievance Procedure

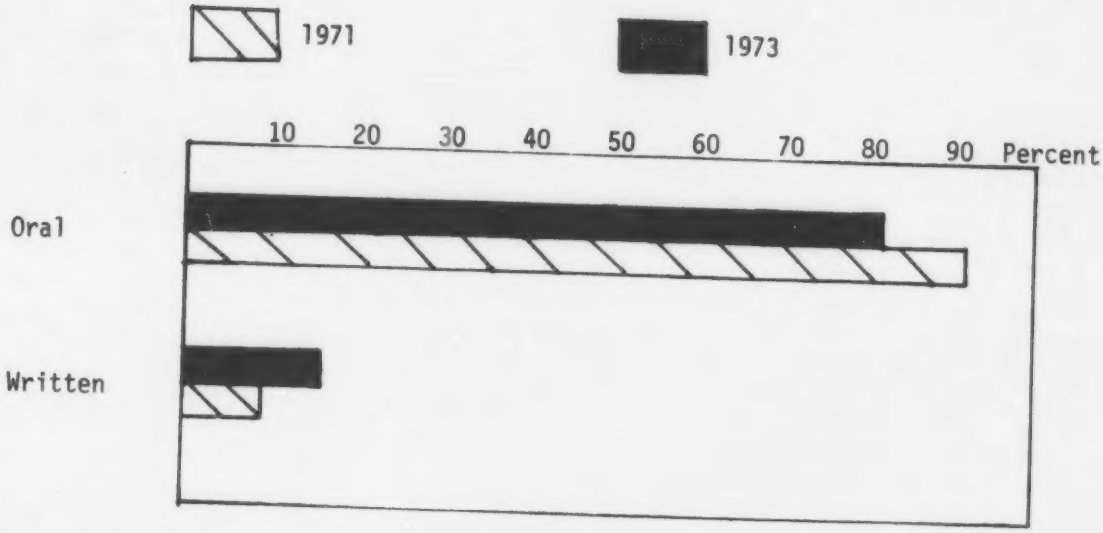


CHART 7: Grievance Procedure (Cont'd)

Length of Time to Initiate Grievance

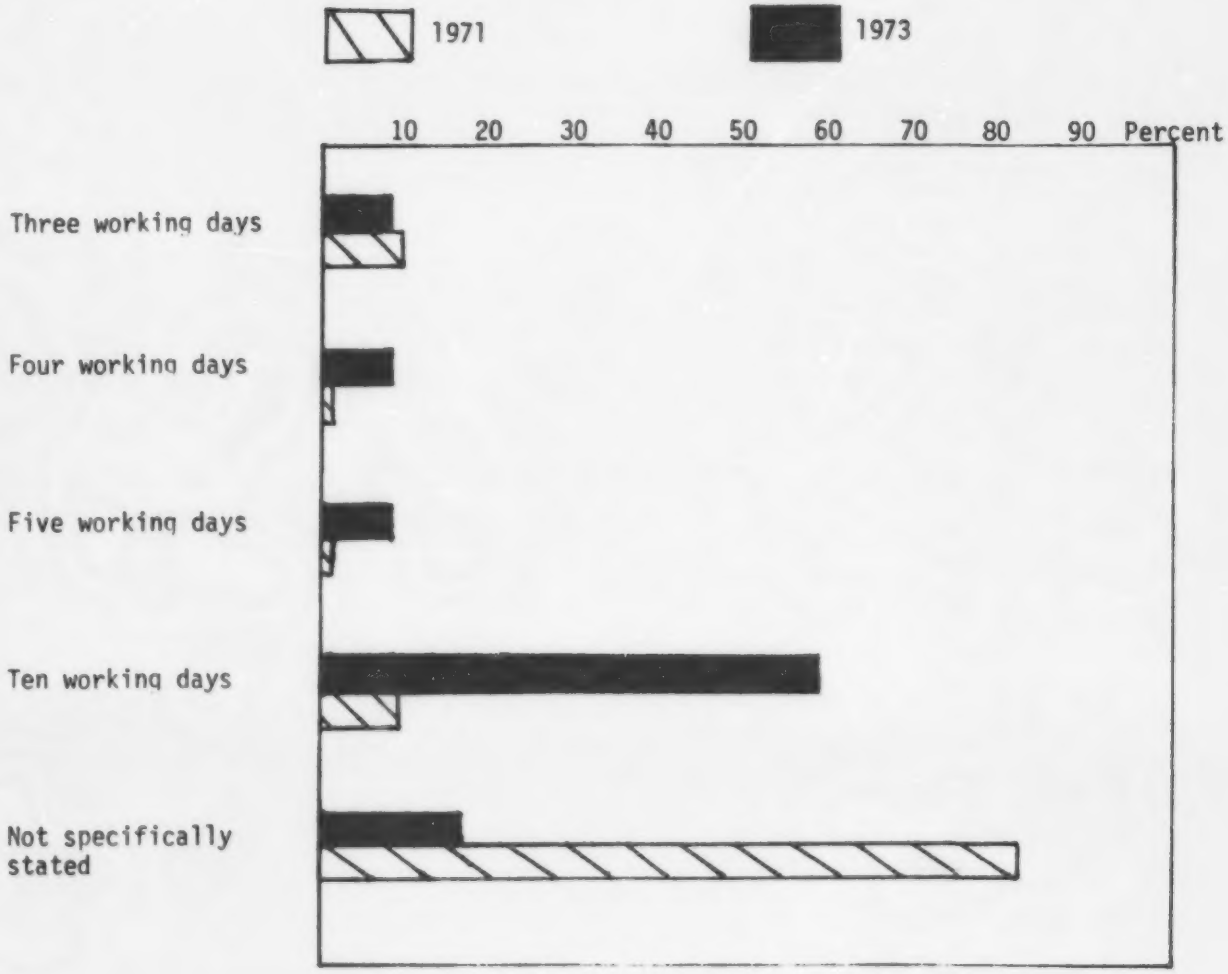


CHART 8: Normal Work Week

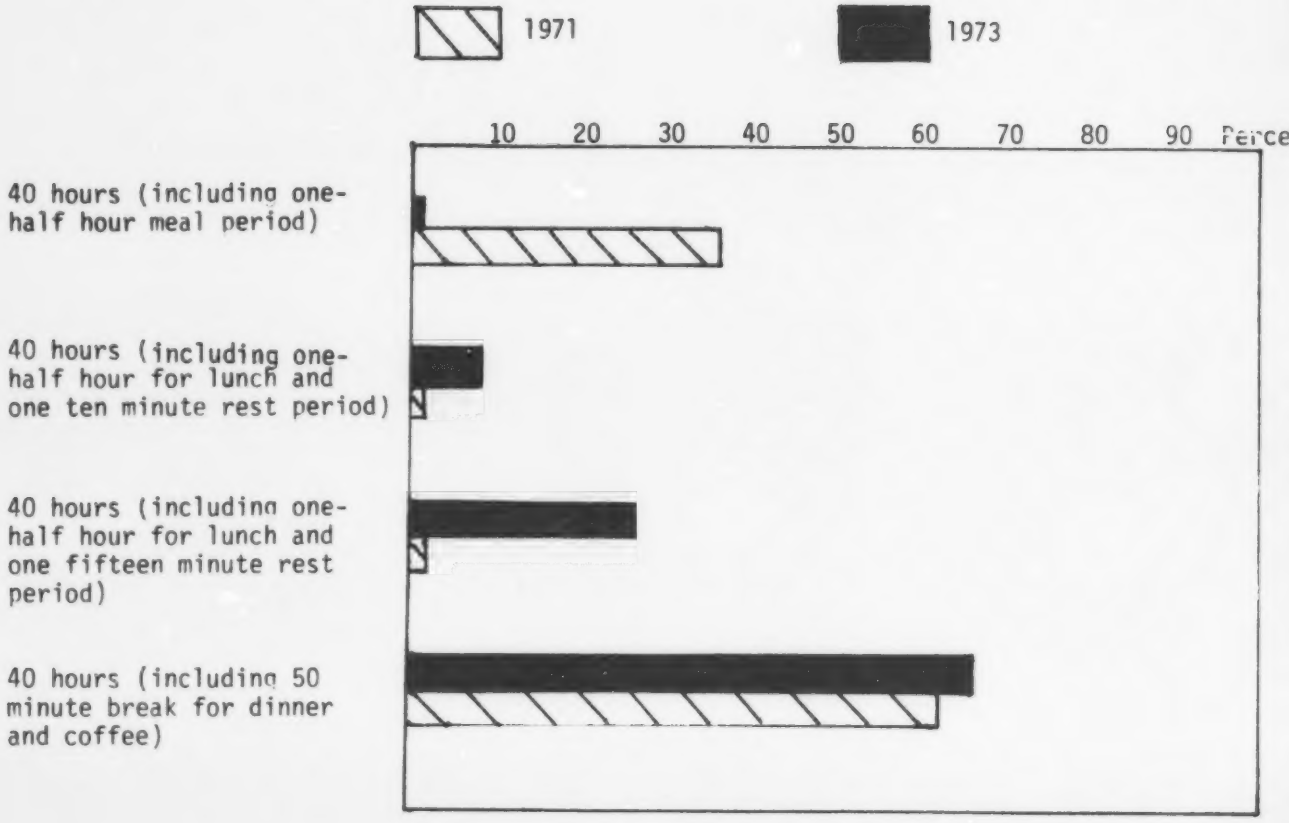


CHART 8: Normal Work Week (Cont'd)

Application of Work Week

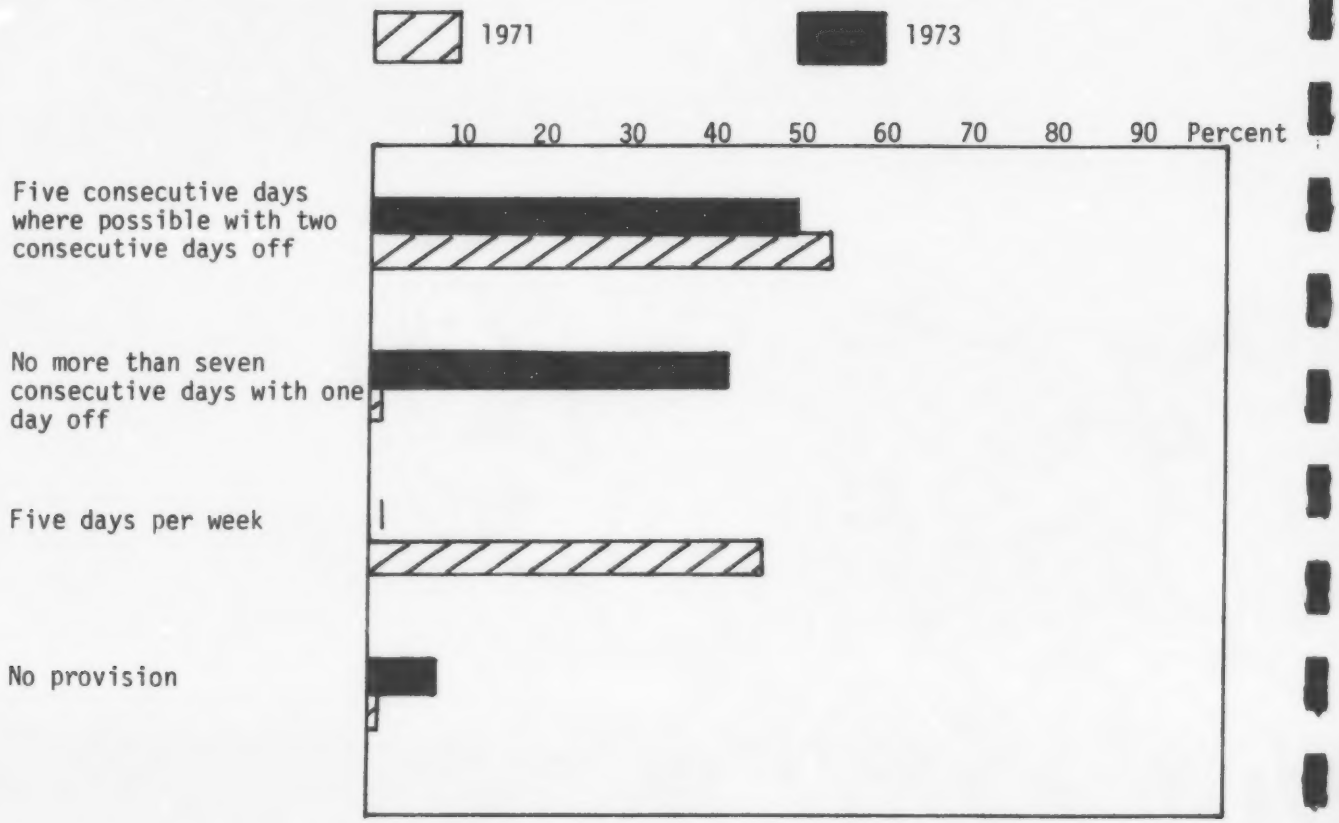


CHART 9: Overtime Rates

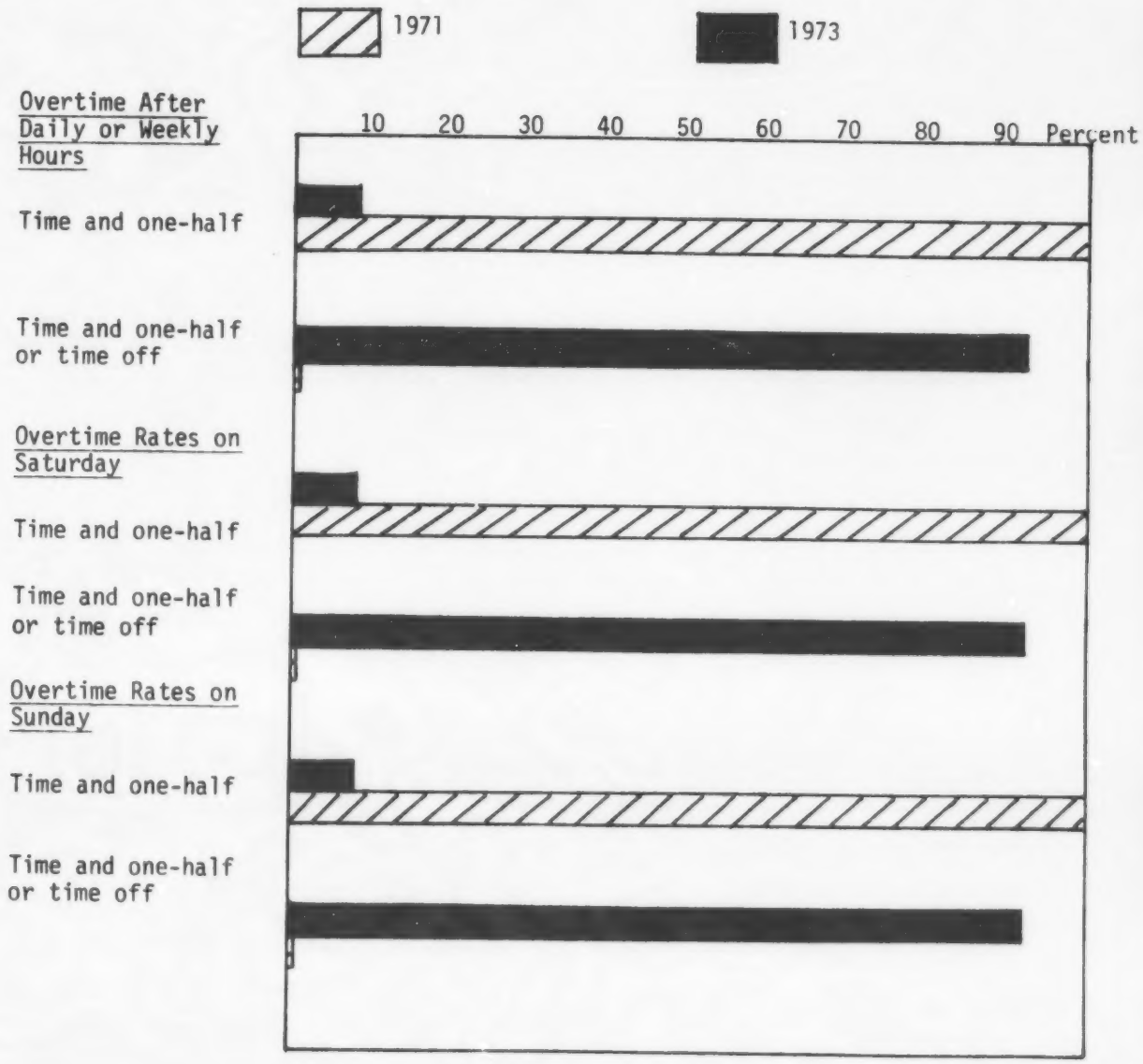

1971
1973
Overtime After Daily or Weekly Hours
10 20 30 40 50 60 70 80 90 Percent
Time and one-half
Time and one-half or time off
Overtime Rates on Saturday
Time and one-half
Time and one-half or time off
Overtime Rates on Sunday
Time and one-half
Time and one-half or time off

CHART 10: Paid Holidays Provision

Requirements for Paid Statutory Holidays

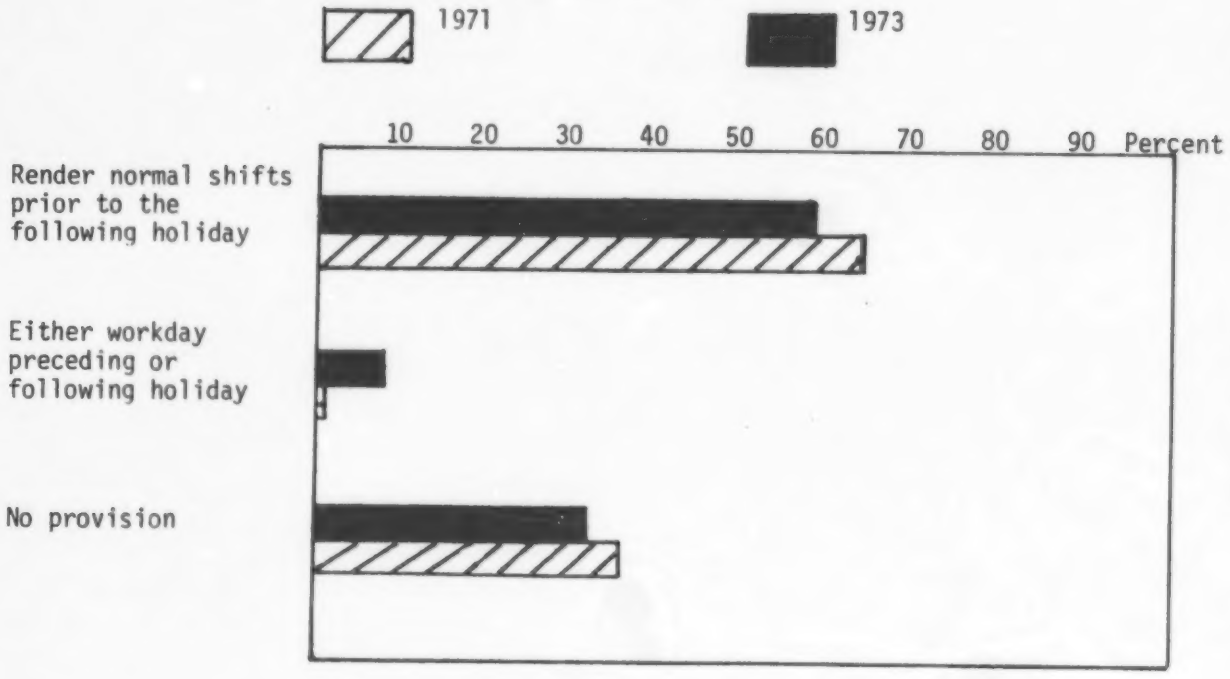


CHART 10: Paid Holidays Provision (Cont'd)

Paid Statutory Holidays

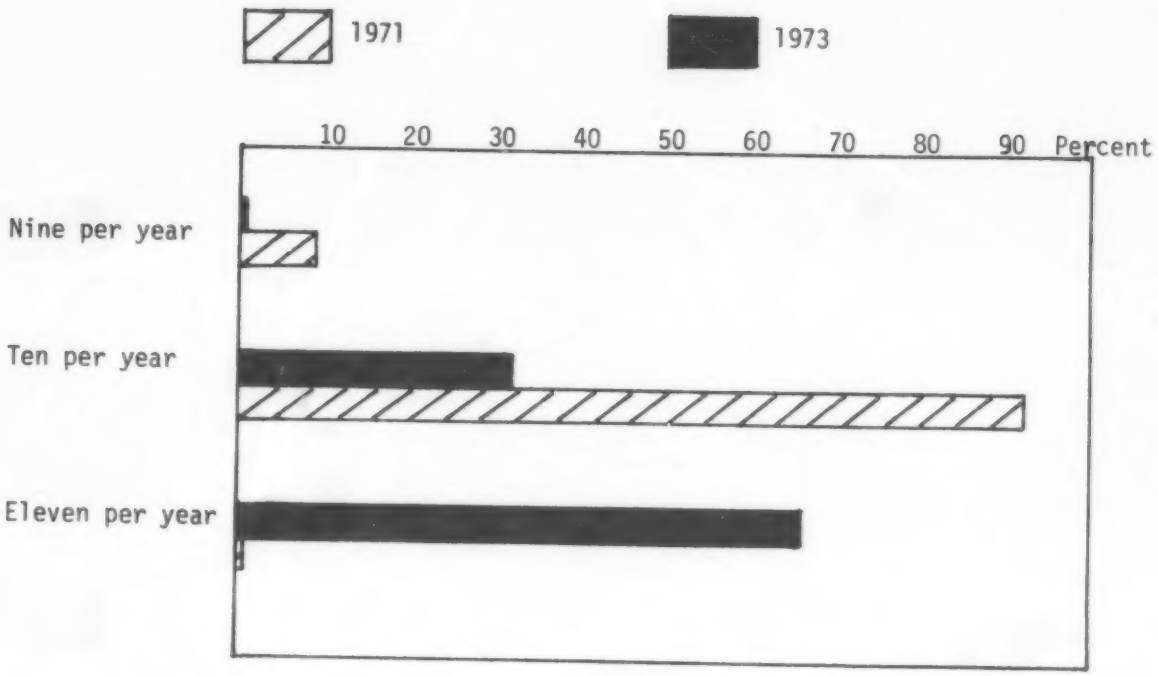


CHART 10: Paid Holidays Provision (Cont'd)

Paid Holiday Falling During Vacation

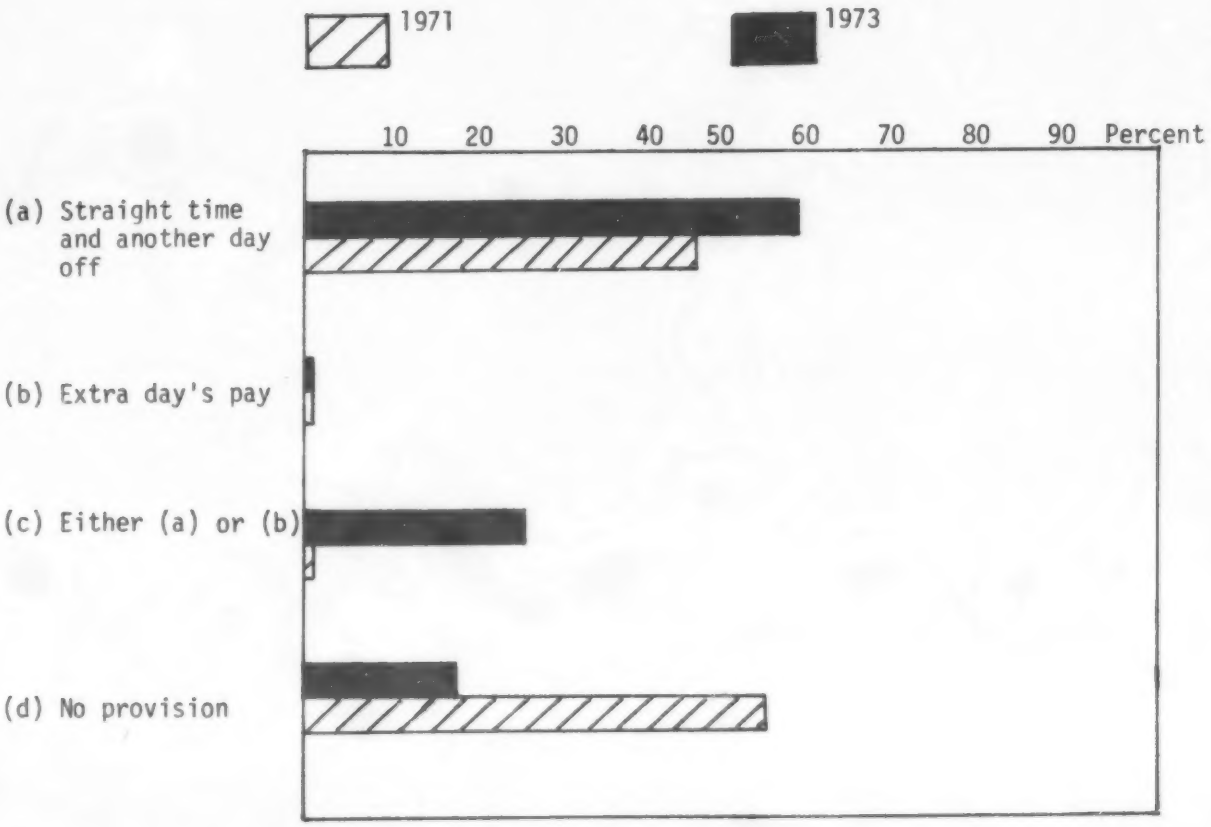


CHART 11: Paid Vacations

Paid Vacation - Four Weeks

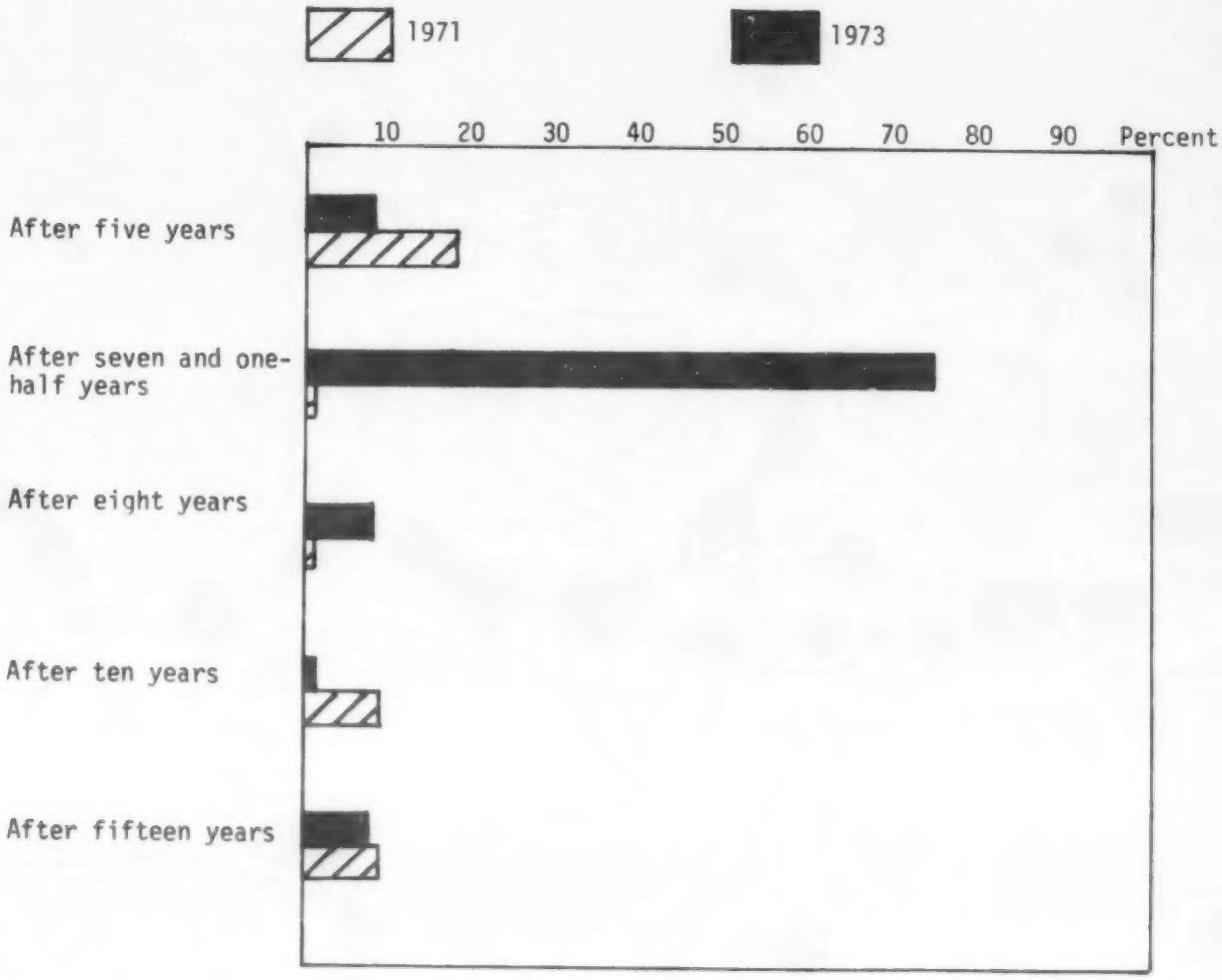
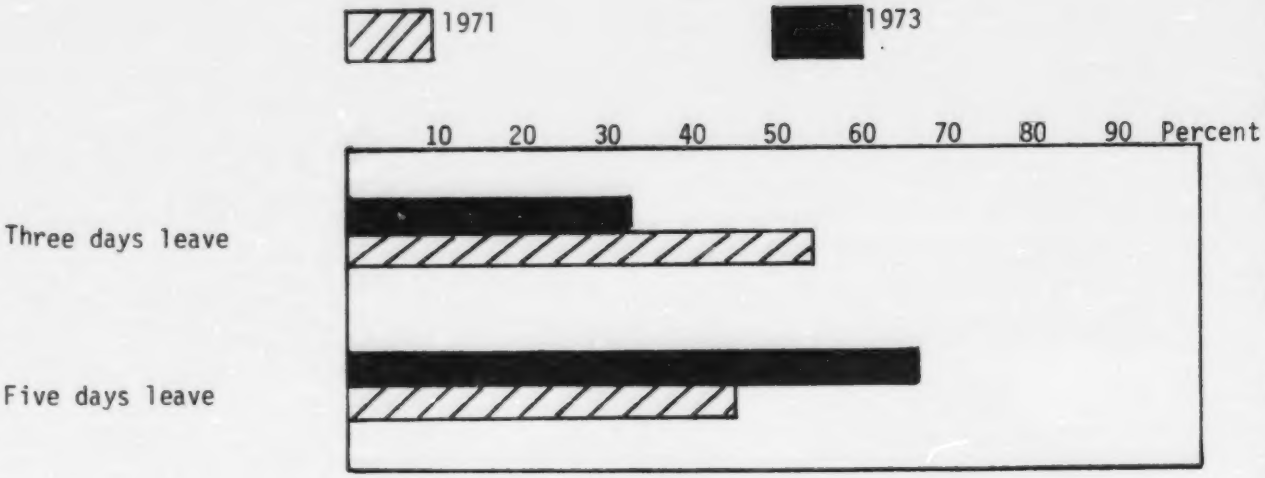


CHART 12: Fringe Benefits (Cont'd)

Paid Bereavement Leave



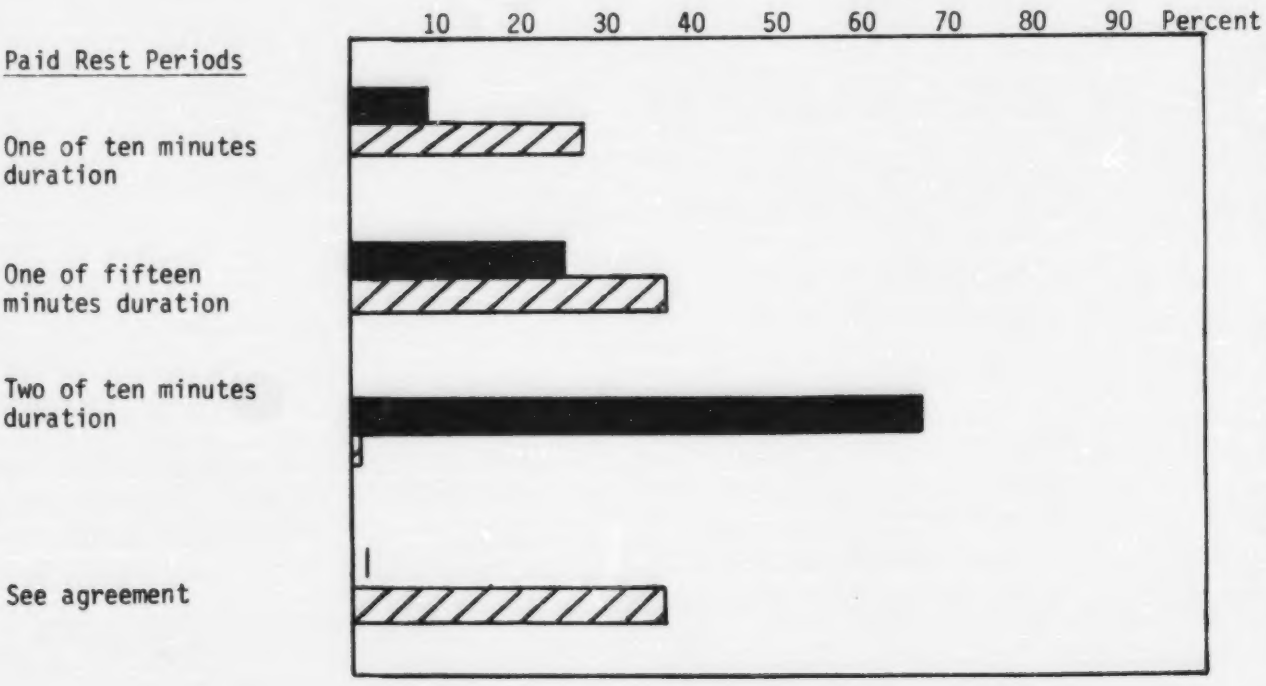

10 20 30 40 50 60 70 80 90 Percent
Paid Rest Periods
One of ten minutes duration
One of fifteen minutes duration
Two of ten minutes duration
See agreement

CHART 12: Fringe Benefits

Notice of Layoff

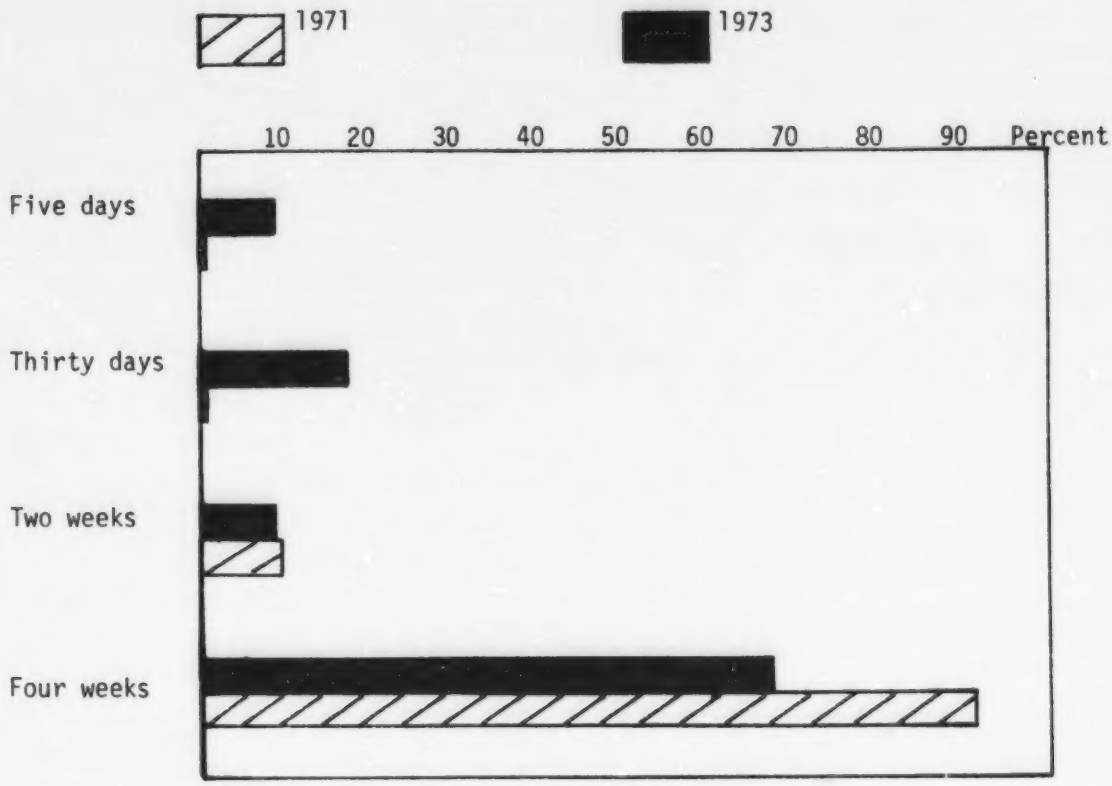
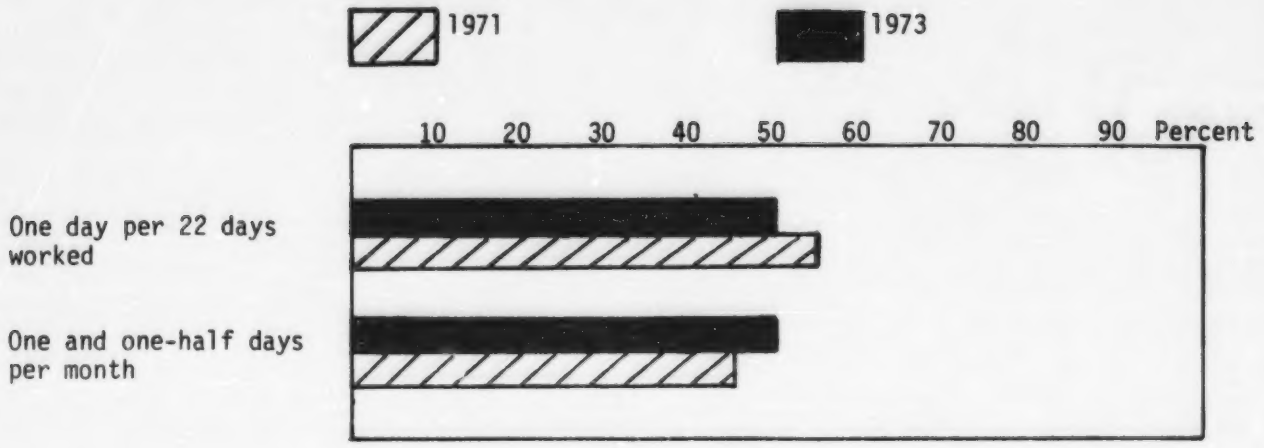


CHART 12: Fringe Benefits (Cont'd)

Paid Sick Leave



Paid Sick Leave - Time Requisite

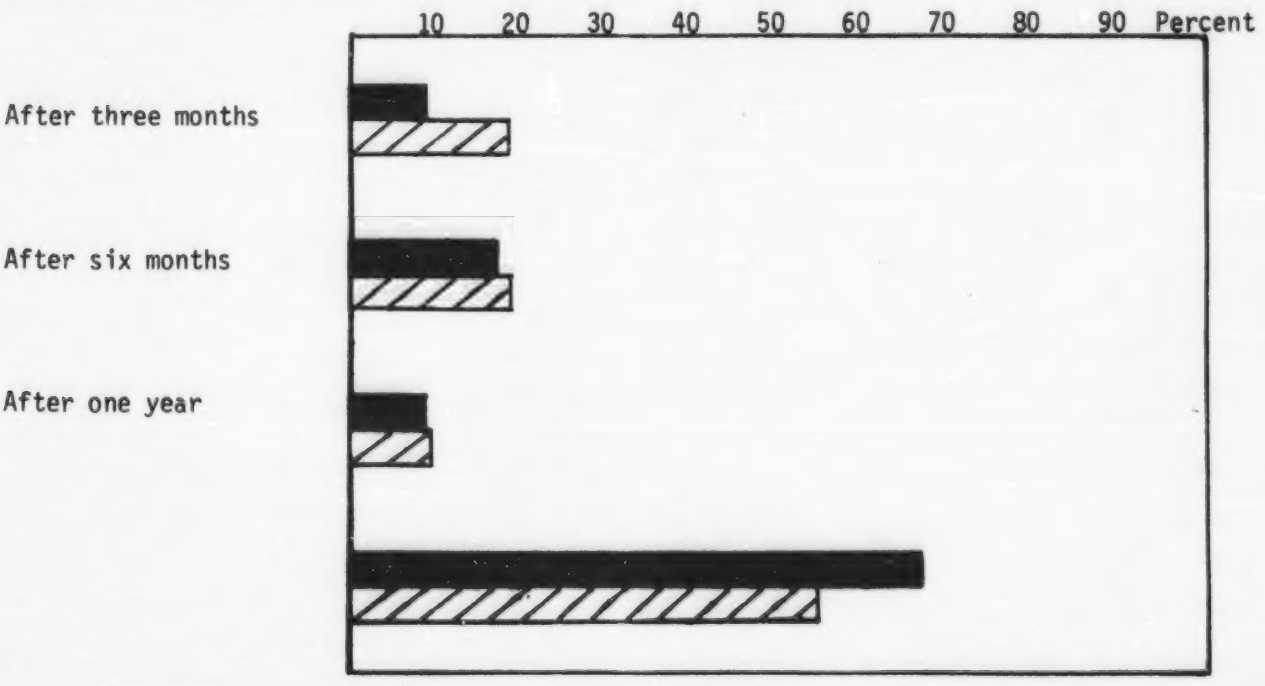


CHART 12: Fringe Benefits (Cont'd)

Paid Sick Leave - Cumulative to

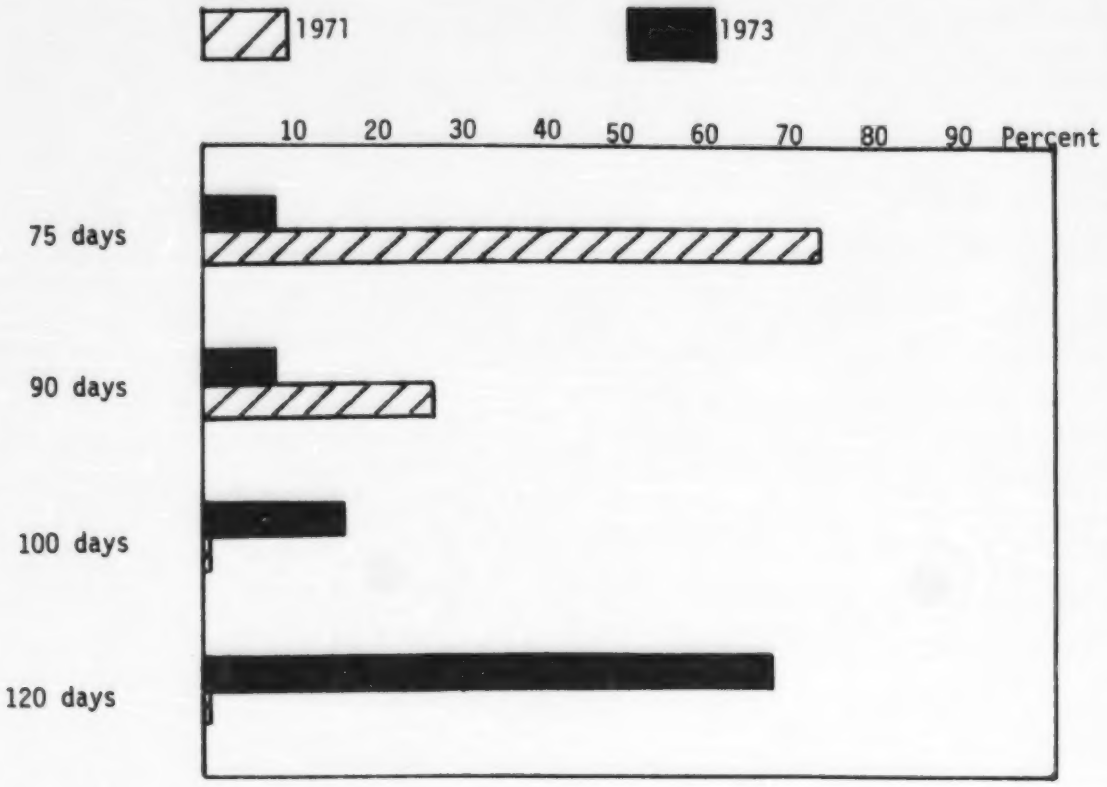


TABLE 1: TERM OF AGREEMENT

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
One Year	-	-	-	-
Two Years	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0

TABLE 2: SECURITY PROVISIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Union Shop	4	33.3	244	41.5
Open Shop	2	16.7	91	15.5
Rand Formula	5	41.7	168	28.6
Modified Rand Formula	1	8.3	85	14.4
TOTAL	12	100.0	588	100.0

TABLE 3: CHECK-OFF

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Compulsory for all employees with closed or union shop	4	33.3	244	41.5
Compulsory for all employees without closed or union shop	6	50.0	214	36.4
Voluntary for old employees, compulsory for new	2	16.7	130	22.1
TOTAL	12	100.0	588	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Vacations	1	8.3	46	7.8
Promotions and vacations	3	25.0	84	14.3
Promotions, vacations and rehirings	1	8.3	37	6.3
Layoffs, rehirings and vacations	3	25.0	188	32.0
Layoffs, promotions, rehirings and vacations	4	33.4	233	39.6
TOTAL	12	100.0	588	100.0

TABLE 5: SENIORITY UNIT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	3	25.0	106	18.0
Craft or occupation	9	75.0	482	82.0
No provision	-	-	-	-
TOTAL	12	100.0	588	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Three Months	9	75.0	469	79.8
Four Months	2	16.7	74	12.6
Six Months	1	8.3	45	7.6
TOTAL	12	100.0	588	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Method of Grievance Procedure				
Oral	10	83.3	514	87.4
Written	2	16.7	74	12.6
TOTAL	12	100.0	588	100.0
Length of Time to Initiate Grievance				
Three Working Days	1	8.3	37	6.3
Four Working Days	1	8.3	25	4.3
Five Working Days	1	8.3	64	10.9
Ten Working Days	7	58.4	403	68.5
Not Specifically Stated	2	16.7	59	10.0
TOTAL	12	100.0	588	100.0

TABLE 8: NORMAL WORK WEEK

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
40 hours (including one-half hour meal period)	-	-	-	-
40 hours (including one-half hour for lunch and one ten minute rest period)	1	8.3	14	2.4
40 hours (including one-half hour for lunch and one fifteen minute rest period)	3	25.0	119	20.2
40 hours (including 50 minute break for dinner and coffee)	8	66.7	455	77.4
TOTAL	12	100.0	588	100.0
Application of Work Week				
Five consecutive days where possible, with two consecutive days off	6	50.0	195	33.2
Not more than seven consecutive days between days off; days off shall be consecutive	5	41.7	329	56.0
No provision	1	8.3	64	10.8
TOTAL	12	100.0	588	100.0

TABLE 9: OVERTIME RATES

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates After Daily or Weekly Hours				
Time and one-half	1	8.3	14	2.4
Time and one-half or time off in lieu	11	91.7	574	97.6
TOTAL	12	100.0	588	100.0
Overtime Rates on Saturday				
Time and one-half	1	8.3	14	2.4
Time and one-half or time off in lieu	11	91.7	574	97.6
TOTAL	12	100.0	588	100.0
Overtime Rates on Sunday				
Time and one-half	1	8.3	14	2.4
Time and one-half or time off in lieu	11	91.7	574	97.6
TOTAL	12	100.0	588	100.0

TABLE 10: PAID HOLIDAYS PROVISION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Requirements for Paid Statutory Holidays				
Render normal shifts prior to and following holiday	7	58.4	430	73.2
Worked sometime within seven day period prior to holiday	1	8.3	46	7.8
No provision	4	33.3	112	19.0
TOTAL	12	100.0	588	100.0
Paid Statutory Holidays				
Nine per year	-	-	-	-
Ten per year	4	33.3	133	22.6
Eleven per year	8	66.7	455	77.4
TOTAL	12	100.0	588	100.0
Pay Rates for Holidays Worked				
Straight time and another day off	12	100.0	588	100.0
No provision	-	-	-	-
TOTAL	12	100.0	588	100.0

TABLE 10: PAID STATUTORY HOLIDAYS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Holiday Falling During Vacation				
a) Straight time and another day off with pay	7	58.3	327	55.6
b) Extra day's pay	-	-	-	-
c) Either (a) or (b)	3	25.0	210	35.7
d) No provision	2	16.7	51	8.7
TOTAL	12	100.0	588	100.0
Paid Holiday Falling on Days Not Normally Worked				
Another day off	-	-	-	-
No provision	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0

TABLE 11: PAID VACATIONS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Vacation - Two Weeks				
Provision for more than two weeks after one year	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0

TABLE 11: PAID VACATIONS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacation - Three Weeks				
After one year	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0
Paid Vacation - Four Weeks				
After five years	1	8.3	14	2.4
After seven and one-half years	9	75.0	483	82.1
After eight years	1	8.3	45	7.7
After nine and one-half years	-	-	-	-
After ten years	-	-	-	-
After fifteen years	1	8.4	46	7.8
TOTAL	12	100.0	588	100.0

TABLE 12: SHIFT PROVISION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
No provision	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0

TABLE 13: INDUSTRIAL SAFETY

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Physical Examination	5	41.7	158	26.9
No provision	7	58.3	430	73.1
TOTAL	12	100.0	588	100.0
Work Clothing				
No provision	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0
Clothing Maintenance				
At no cost to employee	1	8.3	14	2.4
No provision	11	91.7	574	97.6
TOTAL	12	100.0	588	100.0

TABLE 14: FRINGE BENEFITS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Bereavement Leave				
Three days for immediate family	4	33.3	133	22.6
Five days for immediate family	8	66.7	455	77.4
TOTAL	12	100.0	588	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Rest Periods				
One of ten minutes duration	1	8.3	14	2.4
One of fifteen minutes duration	3	25.0	119	20.2
Two of ten minutes duration	8	66.7	455	77.4
See agreement	-	-	-	-
TOTAL	12	100.0	588	100.0
Notice of Layoff				
Five days	1	8.3	37	6.3
Thirty days	2	16.7	74	12.6
Two weeks	1	8.3	45	7.7
Four Weeks	8	66.7	432	73.4
TOTAL	12	100.0	588	100.0
Medical Benefits	2	16.7	91	15.5
No provision	10	83.3	497	84.5
TOTAL	12	100.0	588	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Employer Contribution to Welfare Plan	8	66.7	452	76.9
No provision	4	33.3	136	23.1
TOTAL	12	100.0	588	100.0
Unpaid Maternity Leave	12	100.0	588	100.0
TOTAL	12	100.0	588	100.0
Unpaid leave of absence (union business)	1	8.3	37	6.3
No provision	11	91.7	551	93.7
TOTAL	12	100.0	588	100.0
Call-Out Pay Guarantee				
Two and one-half hours	-	-	-	-
Two hours at time and one-half	1	8.3	28	4.8
Three hours at time and one-half	4	33.4	142	24.1
Four hours at regular rate	6	50.0	393	66.8
No provision	1	8.3	25	4.3
TOTAL	12	100.0	588	100.0
Job posting	11	91.7	542	92.2
No provision	1	8.3	46	7.8
TOTAL	12	100.0	588	100.0

TABLE 14: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave				
One day per 22 days worked	6	50.0	393	66.8
One and one-half days per month	6	50.0	195	33.2
TOTAL	12	100.0	588	100.0
Paid Sick Leave - Time Requisite				
After three months	1	8.3	14	2.4
After four months	2	16.7	74	12.6
After six months	1	8.3	45	7.7
After one year	8	66.7	455	77.3
TOTAL	12	100.0	588	100.0
Paid Sick Leave - Cumulative to				
75 days	1	8.3	46	7.8
90 days	1	8.3	14	2.4
100 days	2	16.7	73	12.4
120 days	8	66.7	455	77.4
TOTAL	12	100.0	588	100.0

TABULAR ANALYSIS

OF

CERTIFIED NURSING ASSISTANTS

TABLE 1: TERM OF AGREEMENT

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One Year	1	12.5	5	2.8
Two Years	7	87.5	174	97.2
TOTAL	8	100.0	179	100.0

TABLE 2: SECURITY PROVISIONS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Rand Formula	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

TABLE 3: CHECK-OFF

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees without closed or union shop	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Layoffs, promotions, rehirings and vacations	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

TABLE 5: SENIORITY UNIT

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Unit not stated	1	12.5	30	16.8
Working unit and classification	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Three months	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Method of Grievance Procedure				
Oral	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0
Length of Time to Initiate Grievance				
Two working days	1	12.5	30	16.8
Ten working days	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0

TABLE 8: NORMAL WORK WEEK

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
40 hours (including one-half hour meal period and one 20 minute rest period)	1	12.5	30	16.8
40 hours (including 50 minute break for dinner and coffee)	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Application of Work Week				
1 weekend off per month	1	12.5	30	16.8
No more than 7 consecutive days, days off shall be consecutive	7	87.5	144	83.2
TOTAL	8	100.0	179	100.0

TABLE 9: OVERTIME RATES

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates After Daily or Weekly Hours				
Time and one-half or equal time off	7	87.5	149	83.2
Time and one-half followed by double time after 12 hours	1	12.5	30	16.8
TOTAL	8	100.0	179	100.0
Overtime Rates on Saturday				
Time and one-half or equal time off	7	87.5	149	83.2
Time and one-half followed by double time after 12 hours	1	12.5	30	16.8
TOTAL	8	100.0	179	100.0
Overtime Rates on Sunday				
Time and one-half or equal time off	7	87.5	149	83.2
Time and one-half followed by double time after 12 hours	1	12.5	30	16.8
TOTAL	8	100.0	179	100.0

TABLE 10: PAID HOLIDAYS PROVISION

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Requirements for Paid Statutory Holidays				
Render normal shifts prior to and following holiday	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0
Paid Statutory Holidays				
Eleven per year	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0
Pay Rates for Holidays Worked				
Double time and one-half or working day off with pay in lieu	1	12.5	30	16.8
Another working day off with pay in lieu	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Provision for Paid Holidays During Vacation				
(a) Another working day off with pay	1	12.5	30	16.8
(b) Extra day's pay	-	-	-	-
(c) Either (a) or (b)	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0

TABLE 10: PAID HOLIDAYS PROVISION (CONT'D)

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Holiday Falling on Days Not Normally Worked				
Observe on following Monday or day proclaimed by government	1	12.5	30	16.8
No provision	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0

TABLE 11: PAID VACATIONS

PROVISIONS	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Vacations - Three Weeks				
After one year	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0
Paid Vacations - Four Weeks				
After ten years	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

TABLE 12: SHIFT PROVISION

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
No provision	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

TABLE 13: FRINGE BENEFITS

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Bereavement Leave				
Three days for immediate family	1	12.5	30	16.8
Five days for immediate family	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Paid Rest Periods				
One of twenty minutes duration	1	12.5	30	16.8
Two of ten minutes duration	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Notice of Layoff				
Two weeks or pay in lieu	1	12.5	30	16.8
Four weeks or pay in lieu	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0

TABLE 13: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unpaid maternity leave	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0
Unpaid leave of absence (union business)	1	12.5	30	16.8
No provision	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Call-Out Pay Guarantee				
Minimum of four hours at regular rates	1	12.5	30	16.8
Minimum of four hours at regular rates or time and one-half for actual time worked	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Job posting	8	100.0	179	100.0
No provision	-	-	-	-
TOTAL	8	100.0	179	100.0
Paid Sick Leave				
One day per 22 days worked	7	87.5	149	83.2
One and one-half days per month	1	12.5	30	16.8
TOTAL	8	100.0	179	100.0

TABLE 13: FRINGE BENEFITS (CONT'D)

PROVISIONS	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave - Time Requisite				
After three months	1	12.5	30	16.8
After one year	7	87.5	149	83.2
TOTAL	8	100.0	179	100.0
Paid Sick Leave - Cumulative to				
120 days	8	100.0	179	100.0
TOTAL	8	100.0	179	100.0

SALARY RANGES

FOR

NOVA SCOTIA HOSPITALS

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

1973

Job Classification: Halifax Region	MINIMUM	MAXIMUM
1. Cook I	387.25	413.63
2. Cook's Helper	316.50	368.92
3. Maintenance-Carpenter	465.67	521.58
4. Housekeeping-Domestic	336.50	345.00
5. Utility Worker (Male)	317.00	384.81
6. Utility Worker (Female)	293.00	346.75
7. Nursing Aide	311.92	367.83
8. Engine Operator I	717.00	772.00
9. Engine Operator II	588.00	645.00
10. Engine Operator III	556.50	614.25
11. Seamstress	322.08	378.00
12. Stores Clerk	332.92	388.83
13. Dietetic Clerk	309.75	367.50
14. Dietetic Aide	325.50	383.25
15. Orderly I	336.00	393.75

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

1973

Job Classification: Cape Breton Region	MINIMUM	MAXIMUM
1. Cook	472.50	482.50
2. Cook's Assistant	315.00	374.25
3. Maintenance-Carpenter	498.75	556.50
4. Housekeeping-Domestic	346.50	356.50
5. Utility Worker (Male)	343.88	389.69
6. Nursing Aide	399.00	409.00
7. Occupational Therapist-Aide	414.75	424.75
8. Occupational Therapist-Attendant	446.25	456.25
9. Remotivation Aide	414.75	424.75
10. Remotivation Attendant	446.25	456.25
11. Receptionist-Store	409.50	419.50
12. Receptionist-Board	399.00	409.00
13. Fireman	497.50	607.50
14. Seamstress	367.75	401.38
15. Laundry Maid	399.00	409.00
16. Kitchen Maid	316.31	362.13

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Job Classification: Remainder of Nova Scotia	1973 MINIMUM	1973 MAXIMUM
1. Cook I	380.00	400.00
2. Maintenance-Carpenter	510.00	530.00
3. Maintenance-Groundsman	355.00	370.00
4. Stationary Engineer	540.00	560.00
5. Switchboard Operator	345.00	370.00
6. Stores Keeper	436.00	466.00
7. Utility Worker (Male)	365.00	370.00
8. Engine Operator III	520.00	550.00
9. Clerk Typist I	356.00	376.00
10. Clerk Typist II	393.00	423.00
11. Out Patients Clerk	356.00	376.00
12. X-Ray Technician I	510.00	550.00
13. X-Ray Technician II	548.00	613.00
14. Lab Technician I	510.00	550.00
15. Lab Technician II	548.00	613.00
16. E. K. G. Technician	366.00	391.00

APPENDIX I

LIST OF HOSPITALS COVERED BY SURVEY

Cape Breton County Hospital

Colchester Hospital

Dawson Memorial Hospital

Digby General Hospital

Glace Bay General Hospital

Halifax Civic Hospital

Halifax Infirmary

Harbour View Hospital

Highland View Hospital

Inverness County Memorial Hospital

Izaak Walton Killam Hospital

New Waterford Consolidated Hospital

Sacred Heart Hospital

Saint Elizabeth Hospital

Saint Joseph's Hospital

Saint Mary's Hospital

Saint Rita's Hospital

Grace Maternity Hospital

Soldier Memorial Hospital

Victoria General Hospital

Yarmouth Regional Hospital

APPENDIX II

LIST OF UNIONS AND ASSOCIATIONS

COVERED BY

SURVEY

Canadian Brotherhood of Railway, Transport and General Workers

Canadian Union of Public Employees

International Union of Operating Engineers

Registered Nurses Association of Nova Scotia

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Directory of Labour Unions in Nova Scotia - 1973. (1973)
2. Labour Legislation in Nova Scotia - 1973. (1973)
3. Labour Organization in Nova Scotia - 1972/73. (1973)
4. Nova Scotia Department of Labour Annual Report - 1973. (1973)
5. 1972 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1973)
6. Collective Agreement Survey in the Building Trades of the Construction Industry - 1973. (1973)
7. Collective Agreement Survey in the Manufacturing Industry - 1973. (1973)
8. Collective Agreement Survey in Nova Scotia Hospitals - 1973. (1973)
9. Collective Agreement Survey in Transportation, Communication and Other Utilities; Trade; Public Administration and Defence - 1972. (1972)
10. Working Conditions in Nova Scotia - 1972. (1972)
11. Selected Labour Statistics for Nova Scotia - 1972. (1972)
12. Apprenticeship Training in Nova Scotia - 1971. (1971)
13. Nova Scotia Apprenticeship Statistics - 1972. (1972)
14. Average Weekly Wages and Salaries in the Sixties by Industry for Nova Scotia - 1972. (1972)

Economics and Research Division
Nova Scotia Department of Labour
P. O. Box 697
Halifax, Nova Scotia